

CAUT/ACPPU BULLETIN

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Le contrat social en Ontario

Le gouvernement Néo-démocrate a adopté en juillet le projet de loi 48 qui vise à réduire les dépenses du secteur public. La loi, mieux connue sous le nom de contrat social, s'applique notamment aux universités. Le gouvernement ontarien veut épargner 2 milliards de dollars et la contribution du secteur universitaire sera de 90 millions.

Après l'échec d'une première ronde de négociation, le gouvernement a présenté un contrat social lui permettant de négocier ou d'imposer des compressions. La loi prévoyait la négociation d'ententes sectorielles qui nécessitaient simplement l'accord du ministre des Finances. Les universités et les collèges communautaires ont été groupés dans des secteurs distincts. L'UAPUO, membre de la coalition du secteur public, a refusé de négocier une entente sectorielle qui a donc été rédigée par les négociateurs du gouvernement sans l'accord des groupes d'employés. Plusieurs universités ont tenté d'inclure ce projet d'entente dans la convention collective, mais tous les groupes d'employés du secteur universitaire ont maintenu

leur refus de le ratifier.

Le 1er août, date d'échéance de la période de négociation des ententes sectorielles, le ministre des Finances a décrété qu'une entente sectorielle était en vigueur pour les universités.

La loi a eu pour conséquence immédiate de miner le processus de négociation collective en empêchant les associations de professeurs d'améliorer les conditions d'emploi de leurs commentants. De plus, certaines administrations universitaires ont tenté d'utiliser le contrat social pour dépouiller les conventions collectives en voie de renégociation.

D'autre part, des associations de professeurs ont réussi à obtenir des ententes en dehors du cadre sectoriel, ce qui leur a permis de préserver une certaine autonomie dans la négociation collective. Résultat, les dispositions salariales négociées en vertu du contrat social varient d'une université à l'autre.

La loi vient à échéance le 31 mars 1996.

Social Contract: A recipe for long-term labour unrest

In June and July the NDP government in Ontario introduced and passed the most sweeping legislation to roll back salaries and benefits in the public arena yet seen in Canada.

Bill 48 is officially known as "An Act to encourage negotiated settlements in the public sector to preserve jobs and services while managing reductions in expenditures and to provide for certain matters related to the Government's expenditure reduction program."

The bill was applied to universities, hospitals and municipalities as well as to the civil service proper. The target was savings of \$2 billion of which the university sector was to contribute \$90 million. This was on top of a non-negotiable \$4 billion general cutback in provincial funds, of which the universities had to supply \$118 million.

Initially, the provincial government spent weeks throughout the spring trying to persuade a coalition of provincial public sector unions and associations to voluntarily accept wage cuts.

Bill Graham of OCUFA, which was an active member of the Public Sector Coalition, told the *Toronto Star* that "the government's strategy appeared to have been to increase the pressure over time by making each subsequent offer barsher than the one before."

In response to the government's opening negotiating position, the coalition had proposed its own agenda of increased wealth, inheritance and corporate taxes, cutting governmental waste and ending contracting out, which had been largely ignored by the government. The failure of this initial round of talks resulted in the introduction of the social contract legislation, which was designed to ensure the government saved money, either by negotiation or imposition.

Rather than simply cut the funds to the universities and other sectors funded by the provincial government and invite them to sort out their own local arrangements, the legislation created an elaborate and complex system of

negotiations, which the unions considered phony. These called for, first of all, the negotiation of a sectoral agreement. However, there was no requirement for a sectoral agreement to be agreed by both the employers and the unions involved. It simply required the approval of Finance Minister Floyd Laughren.

For the purposes of the legislation, the universities and the community colleges were designated as separate sectors. In the case of the universities, OCUFA, as part

There was, however, a certain desperation in government circles to try to show that everyone had negotiated a sectoral agreement whether they had or not. Premier Rae was quoted in the *Globe and Mail* as saying that if the unions refuse sectoral agreements, "then obviously we'll have to reach sectoral agreements in their absence."

On Aug. 1, the deadline for reaching sectoral agreements, the Minister of Finance declared a sectoral agreement to be in effect

provided for a compulsory wage freeze of three years, up to 12 days a year of unpaid holidays, and such other financial measures as the employer might deem necessary to meet the financial targets. The compulsory wage freeze (with the exception of increases as a result of promotion) affected all benefits and compensation increases, including career development and merit.

Local faculty associations faced numerous difficulties in trying to negotiate some form of local

in their terms and conditions of employment.

Not surprisingly some university employers tried to use the social contract exercise to strip these collective agreements which were in the process of being renegotiated. The administration at Wilfrid Laurier, for example, tried to dilute the rights section of the collective agreement. The Trent administration tried to overturn a court judgment which had gone against them concerning control of the local pension plan. Local union leaders indicated they would likely have long memories about such tactics.

During the course of the debate on the legislation, the government recognized that employers might well try to use the social contract negotiations as an excuse to strip collective agreements. To address this, it introduced an amendment which allowed unions whose agreements had expired to roll them over intact, but only if they would accept the fail safe arrangements contained in the legislation.

This amendment gave faculty negotiators some bargaining power. They could threaten not to reach a local social contract with their employers and thus take the so-called "fail-safe" provisions of the act. Since most university administrations were anxious to qualify for the 20 per cent discount in their Expenditure Reduction Target, faculty negotiators could take the position that they would not enter into a social contract agreement before they had settled outstanding issues in the collective agreement.

They reasoned that once compensation matters had been resolved under the social contract, then university administrations would have no incentive to settle outstanding non-monetary issues such as collegial rights and workload. They argued that it was better to preserve their existing agreements and to suffer the penalties and the short-term financial pain of the fail-safe arrangements.

One of the most difficult tasks for these associations was to keep

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of the Public Sector Coalition, refused to negotiate a sectoral agreement. The members of OCUFA took the view that the sum total of the local agreements constituted the sectoral agreement. The unions at the community colleges took the same view.

As a consequence, the sectoral framework required by the act was drafted by the Ontario government negotiators and the employers through the Council of Ontario Universities, without the agreement of any employee groups. Several university administrations tried to enforce this draft sectoral framework as part of a local agreement, but all employee groups in the university sector remained solid in their refusal to sign on.

for universities on the grounds that a sufficient number of local agreements had been reached.

Within the time frame set by Bill 48, every university faculty association (not all agreements have been ratified) with the exception of the Ontario College of Art had concluded a local agreement that achieved the savings established by the government for each university. Each university had a savings target to meet in terms of these local negotiations. The incentive on both parties to reach agreement was that the savings target would be reduced by 20 per cent.

Failure to reach agreement would result in fail-safe measures being imposed. The fail-safe arrangements in the legislation

social contract with their individual administrations. The social contract legislation created differing sets of negotiating problems for non-certified associations, certified associations in the middle of a collective agreement, and certified associations in the process of renegotiating their agreements.

For a significant number of the certified faculty associations, (Ottawa, Trent, York, OISE, Wilfrid Laurier, Windsor, Lakehead, Laurentian), the requirements to reach a social contract was superimposed on ongoing negotiations to renew expired collective agreements. The immediate effect of the bill on the collective bargaining process was to wipe out any faculty strategies for achieving improvements

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Fabrikant murder trial long journey to justice

Professor prolongs proceedings with bizarre self-defence against charges he killed 4 colleagues

Update

- **Victims:** Professors Michael Hogben, Jaan Saber, Phoivos Ziogas and Matthew Douglass.
- **Charges:** Four counts of first-degree murder (premeditated homicide), one of attempted murder and two of forcible confinement.
- **Verdict:** Guilty on all charges, delivered in seven hours.
- **Length of trial:** Five months.
- **Defence witnesses:** 74.
- **Lawyers fired by Fabrikant:** 10.
- **Number of contempt charges:** six.
- **Length of final arguments:** Defence, 3 1/2 days; Crown, 30 minutes.

Catherine Buckie
The Montreal Gazette

Prosecutor Jean Lecours called it "one of the longest murder trials in Canadian history." It was also one of the most bizarre.

Valery Fabrikant — convicted of murdering four men, attempting to murder one woman and forcibly confining two other people at Concordia University last Aug. 24 — conducted his own defence before being cut off 4 1/2 months into the trial.

Along the way:

— Fabrikant went through 10 lawyers hired to assist him in handling his defence. Some were fired, denounced by Fabrikant as "traitors" and "saboteurs." Others asked to step down because they couldn't deal with Fabrikant's

demands.

— The trial proceeded with 11 jurors after one was excused because he said he could not support his family if he was away from his work during a lengthy trial. The minimum number of jurors is 10.

— Proceedings were halted temporarily after five days when Quebec Superior Court Justice Fraser Martin ordered a psychiatric hearing, saying he had reasonable grounds to believe Fabrikant was not mentally fit to stand trial. Two psychiatrists testified Fabrikant suffered from a personality disorder but was fit to stand trial. The jury, after deliberating for three hours, agreed. The fitness proceedings delayed the trial for a month.

— Fabrikant was cited six times for contempt of court, as

he called the judge everything from "a little low crook" to "the presiding Muppet." Martin commented once that he had never cited a defendant before for contempt during a trial. Had Fabrikant been acquitted of all other charges, he still would have had to serve two years and three months for contempt.

— The prosecution presented 39 witnesses over one month. Fabrikant called 74 witnesses over 2 1/2 months, mostly employees of Concordia University who, Fabrikant tried to show, had provoked him into committing the murders. He had planned to call at least another 15 to 20 witnesses before his defence was cut off.

— Many defence witnesses were allowed to step down before Fabrikant had finished with them because Martin ruled the questioning irrelevant to the trial.

— Fabrikant's defence was cut off before he was able to testify, when the judge decided that his behavior made it impossible to continue the trial. It was the first time Montreal court officials can remember that a judge ended a defence without allowing the accused to testify.

— In another rare move, Fabrikant's final arguments to the jury were also stopped when he persisted in arguing a

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The victims



Michael Hogben



Matthew Douglass



Jaan Saber



Phoivos Ziogas

Fabrikant a provoqué le système et cela lui coûte cher

Le professeur passera le reste de sa vie en prison pour le meurtre de quatre de ses collègues

Paul Cauchon

Après cinq mois de procès, le professeur Valery Fabrikant a été reconnu coupable de 4 meurtres au premier degré, d'une tentative de meurtre et de 2 séquestrations. L'accusé, âgé de 53 ans, devra passer le reste de sa vie en prison, et il ne sera pas éligible à une libération conditionnelle avant 25 ans.

Au terme de ce procès-marathon, le juge Fraser Martin, de la Cour supérieure, a décrit l'accusé comme un «tordu», «malhonnête», un «minable» et un «meurtrier pervers».

Les onze jurés ont rendu leur décision après sept heures de délibérations.

Dans le grand public, le procès a laissé un goût amer, à cause de sa longueur et du comportement de l'accusé.

Mais des criminalistes contactés hier estimaient quand même qu'un tel procès, tout exceptionnel soit-il, démontrait la capacité du

système judiciaire de laisser à un accusé l'entière possibilité de se défendre.

«Ce procès représente l'exemple unique de quelqu'un qui provoque le système, explique le criminaliste Serge Ménard. Tout cela finit par coûter cher, mais il arrive qu'il faut que certaines choses coûtent cher pour prouver qu'on prend au sérieux la défense d'un accusé».

Le procureur de la Couronne Jean Lecours a déclaré hier qu'après avoir entendu Fabrikant clamer ses droits pendant un an, il était temps de se pencher sur les conséquences de ses crimes.

Fabrikant avait froidement abattu, le 24 août 1992, quatre collègues du département de génie mécanique de l'Université Concordia, Michael Hogben, Jaan Saber, Phoivos Ziogas et Matthew Douglass.

Fabrikant avait toujours tenté de justifier son geste par la «persécution» dont lui-

même et ses travaux auraient été victimes à Concordia, et dans une dernière diatribe au terme de son procès, il a encore soutenu que les quatre victimes avaient été «sacrifiées», et que lui-même était la cinquième.

Fabrikant avait transformé le tribunal en ce que plusieurs observateurs avaient qualifié de véritable cirque, congédiant à tour de rôle neuf avocats pour préférer se défendre lui-même, et écopant de six outrages au tribunal, entre autres pour avoir traité le juge Martin de «croche», de «gros porc» et de «président Muppet».

Le juge avait ordonné une interruption de procès pour une évaluation psychiatrique, et deux psychiatres sur trois avait jugé l'accusé apte à subir son procès, remarquant toutefois que Fabrikant souffrait d'un complexe de persécution. Le juge avait mis fin à sa défense après que Fabrikant ait convoqué 74

témoins.

L'Université Concordia s'est dite soulagée de la fin du procès, et elle a maintenant l'intention d'activer ses démarches internes afin de terminer l'enquête administrative qu'elle avait entreprise au lendemain de la tragédie.

Valery Fabrikant a-t-il dépassé les limites de ce qu'un accusé peut se permettre en cour? Pour le Bâtonnier du Québec, Denis Paradis, «c'est difficile de juger de l'extérieur. On peut trouver qu'un accusé dépasse les bornes, mais seul le juge peut vraiment apprécier cet aspect du problème».

Me Paradis convient que le juge Martin a été «très très patient».

Serge Ménard a remarqué lui aussi que le juge «a été remarquablement et exceptionnellement patient. Mais c'est un juge qui est également très soucieux de ne pas voir le procès cassé en appel».



Valery Fabrikant

Le juge aurait-il pu intervenir pour mieux resserrer la pertinence des témoignages exigés par Fabrikant? «Le droit à une défense pleine et entière existe, et dans le doute on interprète le témoignage en faveur de l'accusé», ajoute-t-il.

Il est très rare qu'un accusé se défende lui-même, et Serge

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Fabrikant murder trial

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point Martin ruled was reserved for the Quebec Court of Appeal. Fabrikant had already interrupted his own wrapup by asking the Court of Appeal to remove Martin as the trial judge. The court dismissed the motion, saying it could be heard only after a guilty verdict was rendered.

Fabrikant's final arguments went on for 3 1/2 days before the judge cut him off. The prosecutor took 30 minutes. The jury took seven hours to deliver its verdict.

The trial was allowed to drag on largely because Fabrikant was acting as his own lawyer. Martin granted him latitude in presenting his defence because Fabrikant had said he intended to prove he was provoked into the crime.

But Fabrikant consistently disregarded the judge's rulings on what questions he was permitted to ask and what subjects were to be avoided as irrelevant. He was combative and belligerent to the end, earning his sixth citation for contempt of court at the end of the judge's instructions to the jury.

Fabrikant had made a lengthy argument as to points Martin should have corrected in his instructions. When the judge refused, Fabrikant said: "If I called you a fat pig, would

the pig be insulted?"

Martin immediately sentenced Fabrikant to nine months in jail for contempt of court, to be served consecutively to his other contempt sentences.

The trial opened March 8, and on March 17 the jury began hearing evidence on the charges that Fabrikant murdered professor Michael Hogben, Jaan Saber, Phoivos Ziogas and Matthew Douglass; that he attempted to murder secretary Elizabeth Horwood; and that he held Prof. Georges Abdou and a security guard hostage.

Hogben was president of the Concordia University Faculty Association and was handling grievances Fabrikant filed, charging that he was denied sabbatical leave and denied a promotion.

Joan Rimkus, Hogben's secretary, testified that five days before the shooting, during a meeting in the association offices, Fabrikant "looked at (Hogben) with such hate he actually took a step back."

The next day, Rimkus said, Hogben told her not to let Fabrikant into the association offices unless he or another association member was present. Then, just two hours before the shootings, Rimkus testified, Hogben told her to go

home immediately if she saw Fabrikant's car arrive.

Two hours later, across campus in the mechanical engineering department on the ninth floor of the Henry F. Hall building on de Maisonneuve Blvd., a group of secretaries saw Fabrikant leading Hogben to his office. Twenty minutes later, secretary Robert Morris heard two gunshots.

Hogben's body was found in Fabrikant's office, clutching a letter he had written to Fabrikant three days before the shooting.

The letter outlined when and under what circumstances Fabrikant was allowed to visit the association office, stating that his access was being limited because his "conduct and behavior causes considerable distress to the staff" and "the frequency and nature of (his) visits and requests are harassing."

The letter also states that the association would continue to support Fabrikant in his claims of unfair treatment.

Hogben had been shot once in the head and twice in the body. Two bullets extracted from his body matched the Smith & Wesson .38-calibre revolver Fabrikant had in his pocket at the time of his arrest.

The gun contained four spent shell casings and one bullet in firing position.

Just after the jury was sequestered, Fabrikant suggested that his life had been threatened just before the shooting began.

At his Court of Appeal hearing Fabrikant told the judge: "On that day, Hogben put his feet on the table. Now, he is from Europe and I am from Europe and he knew that it was extremely insulting. He was trying to provoke me."

Prosecution witnesses testified that Fabrikant crossed the hall from his office to Prof. Jaan Saber's office. Student Peter Lawn testified he saw Fabrikant walk into Saber's office with a gun in each hand.

Lawn said Saber stood up and told Fabrikant: "Don't point those at me. I'm not joking." Lawn said Fabrikant fired twice, then left the room. Saber died the next day of a gunshot wound to the head.

When Fabrikant left Saber's office, he crossed the secretaries' area on his way to the office of Sam Osman, chairman of the mechanical engineering department.

Elizabeth Horwood was in her office when another secretary came running, saying: "Did you hear those sounds? It's Dr. Fabrikant, he has a gun!"

Horwood said she went to her office door and saw Fabrikant coming down the hall with a gun in his hand, which he immediately began firing at her.

Horwood said she pressed her body against a wall in an attempt to avoid the bullets and moved back to her office where she discovered she had been shot in the back of the thigh.

Alert sounded

Horwood said she went into Osman's office and telephoned 911.

Fabrikant moved on to Prof. Phoivos Ziogas's office where Ziogas was talking with colleague Otto Schwelb. Schwelb testified that Fabrikant walked in walked around a table and shot Ziogas. A 7.65-mm Bersa pistol registered to Fabrikant's wife was found on the floor of Ziogas's office.

Schwelb said he jumped on Fabrikant and the struggle continued into the hallway where Fabrikant lost his glasses. Schwelb said he dragged Fabrikant down the hall to another room and left him there, thinking he was harmless.

Fabrikant, with two handguns, went to Dean Srikantha Swamy's office where secretary Cecilia Benavente saw Fabrikant walk to an office. She heard two shots and saw Fabrikant leave. Prof. Matthew Douglass died with two bullets in his head.

Fabrikant returned to Osman's office where Horwood was on the phone with 911. She was with another secretary, Prof. Georges Abdou and a security guard Daniel Martin. Fabrikant began shooting in Horwood's direction. She fled out a back door with the other secretary but Fabrikant held Abdou and Martin in the office.

Twenty minutes later, when police knocked on the door, Fabrikant told Martin to stand between him and the door to serve as a shield should the police barge in.

When Fabrikant put his gun on the floor, Abdou kicked it out of his reach and Martin wrestled Fabrikant to the ground.

Abdou picked up the gun and called to the police that he was a hostage and was coming out. Martin followed him and Fabrikant was the last to leave.

Fabrikant based his defence on arguments that Concordia had provoked him into violence by abusing him — what he called "battered person's syndrome."

His questioning of witnesses centred on disputes he had with the administration over what he called fraudulent academic practices, his efforts to be promoted, and other issues.

But Justice Martin interrupted Fabrikant's final arguments to the jury to say: "The Crown has presented evidence of four homicides at Concordia University on Aug. 24. The jury is not going to be asked to come to any conclusions about your disputes with Concordia."

(The Ottawa Citizen, August 12, 1993)



After the verdict, family members of Concordia shooting victims leave the courthouse: Sara Saber (left), widow of Jaan Saber; Frances Auerbach, widow of Phoivos Ziogas; and Joyce Douglass, widow of Matthew Douglass

Fabrikant a provoqué

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Ménard estime que le cas Fabrikant démontre justement... les dangers à se représenter soi-même.

«Un avocat assurant sa pleine défense aurait probablement pu plaider la non-responsabilité criminelle pour cause de troubles mentaux».

Par ailleurs, contrairement à une opinion répandue, Me Ménard estime que la défense de Fabrikant n'était pas «très bien structurée et cohérente. En plaçant qu'il a été

provoqué, il a très mal interprété le concept de provocation inclus dans le Code. La provocation n'entraîne pas un acquittement dans un cas de meurtre, elle ne fait que réduire la condamnation. Mais un meurtre demeure un meurtre.»

Parmi les questions juridiques soulevées par ce procès, on note la pertinence pour un juge d'appliquer lui-même des sanctions pour outrage au tribunal. «Dans un cas d'outrage, ajoute Me Ménard, le juge devrait laisser l'accusé

être jugé par un autre juge, mais il lui faut aussi conserver des pouvoirs pour veiller à la bonne marche immédiate de l'audience, que ce soit à cause du comportement de l'accusé ou à cause du public qui viendrait perturber.

Il faudrait plutôt parler ici de délit d'audience plutôt que d'outrage au tribunal. La Commission de réforme du droit parle justement d'introduire ce concept de délit d'audience».

(Le Devoir, le jeudi 12 août, 1993)



Concordia
UNIVERSITY

Concordia University issued the following statement August 11 expressing relief at the conclusion of the Valery Fabrikant murder trial.

"The faculty, students and staff of Concordia University feel a great sense of relief now that a verdict has been rendered.

"This past year has been a grievous ordeal, particularly for the families of the five innocent people who were shot on 24 August 1992.

"Now that the trial is over, Concordia University intends to proceed with despatch to complete the administrative inquiries which the University undertook to conduct following the events of last August."

Bob Rae's 'success' costs Ontario dearly

Thomas Walkom

Bob Rae finally has his social contract. His government has officially declared success. But for the premier, the victory is a Pyrrhic one, with the costs, both political and economic, far exceeding any benefits.

From the beginning, this social contract was fatally flawed. It began with panic inside government — stark, almost lunatic panic about the size of the deficit, upward spiralling debt and the spectre of public finances tumbling out of control.

It seemed the NDP cabinet had suddenly had a revelation: when people are out of work, they pay less in taxes; during recessions welfare costs rise; when governments borrow to cover falling revenues and rising costs, debt builds.

For this government, the fear of debt carried special significance. The charge against the NDP has always been that it could never manage the economy. Horrified ministers thought to themselves: What if the critics are right? What if, through sheer incompetence, we run the finances of this province into the ground?

And so this spring, Rae's cabinet clambered aboard the deficit-fighting bandwagon. Like all recent converts, they were enthusiasts. The province, they figured, didn't just have a debt problem; it faced a crisis. And to meet that crisis, it had to undergo extreme measures, including slashing the government's projected deficit by the arbitrary figure of \$6.4 billion.

Rather than looking at the concrete situation, ministers decided to divide the \$6 billion into three roughly equal parts. One-third would come from tax increases, one-third from

spending cuts and the remaining \$2 billion from public service wages.

The government didn't even know how many people work in the Ontario public service, much less what they were paid or what they did. It just wanted \$2 billion.

But, someone must have said, we can't just cut workers' wages. We're the NDP. The answer was to persuade workers to give up this \$2 billion. They would be asked to sign a deal called a social contract. And that's how this thing began.

Throughout four months of talks, the social contract was hamstrung by the twin follies present since its birth. The savings targets were abstract, bearing no relationship to what people did, what sacrifices they had already made, how efficiently they worked or what union contracts they had. And the social contract was not a contract, a deal in which all sides can gain. In most cases, it was a crude take-back.

The unions soon recognized this and walked out. And so the government invented a law, a most peculiar law, that gave Finance Minister Floyd Laughtren the power to declare that agreements have been reached, even if no one else agrees.

The new law allowed the government to circumvent union leaders. (Had any other government done this, the NDP would have called it union-busting.) And it threatened financial penalties for any group of employees who balked at voluntarily agreeing to wage cuts. That's how important the idea of agreement had become.

Sunday was the deadline, and Laughtren declared agreements had been reached everywhere. In the municipal sector,

for instance, even though more than half of the province's 90,000 municipal employees didn't agree, Laughtren declared an agreement. In the community-college sector, unions representing half of the work force had walked out of talks; Laughtren declared an agreement. In the health sector, major employers, including the province's hospitals, refused to sign any pact. Laughtren declared an agreement.

Where unions agreed, their leaders made it clear they had done so with great reluctance. Behind the facade of what Laughtren called "accomplishment," the government has suffered a near-total rout.

The government had hoped to create consensus. Instead, it sowed bitterness. It had wanted to protect public sector workers, but even now most public servants have no idea whether they even have jobs.

Politically, the social contract has been a disaster. The NDP government has alienated some of its strongest union backers and created despair, among party stalwarts. Nor has it won the approval of the non-union middle classes.

On the economic front, the social contract — and fears generated by it — are being blamed for spooking consumers and delaying recovery. The \$2 billion being taken out of the economy by cutting the wages of 900,000 workers far exceeds that resulting from the largest plant closure the province has yet endured.

So yes, officially there is a social contract. But at such a cost.

(Reprinted with permission — The Toronto Star Syndicate.)

Social Contract

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the provisions of the social contract separate from the collective agreement. Many associations did manage to lever an agreement on both.

Wilfrid Laurier University Faculty Association, for example, reached agreement on a renewed collective agreement, and concluded a social contract agreement with their administration. Members will receive a 1.2 per cent scale increase this year, and there will be a compensation freeze for the next two years.

However, all benefits and pensions will continue to be calculated on the basis of a member's reference salary, rather than on the actual salary. This provision will minimize the cumulative effect that such a process can have on lifetime compensation.

For certified associations in the mid-term of their collective agree-

ment, the social contract exercise opened up the compensation articles, froze any negotiated increases, but denied any opportunity for negotiating improvements in salaries and benefits. For example, at Carleton University, the faculty managed to hold on to their negotiated increase for 1993-94, but will have a compensation and benefits freeze for 1994-5 and 1995-6.

Non-certified faculty associations had additional difficulties. The faculty associations at Brock, Guelph, McMaster, Queen's, Toronto, Waterloo, and Western were declared to be bargaining agents for the purposes of reaching a local settlement, but since no collective agreement covering non-monetary and monetary items existed, then the terms of the social contract, in effect, became the new basis of any Special Plan. As a consequence, associations

found it extremely difficult to preserve the structure of their compensation packages.

Progress through the rank (PTR) and merit schemes became prey to university administrations insisting on three-year compensation freezes and salary roll-backs as a means to reach the required Expenditure Reduction Target. At Brock University the faculty compensation including PTR and merit is frozen for the full three-year period.

By achieving settlements outside the sectoral framework which the government and the employers tried to impose upon them, faculty associations and other employee groups managed to preserve some degree of autonomy of collective bargaining at their individual institutions. As a result, the compensation arrangements negotiated under the social contract vary according to the financial situation of the individual institutions and negotiating strength of the employee groups. However, there were some common features to the local social contracts.

One of the principal means for meeting the expenditure reduction targets, in addition to a freeze or reduction of compensation, was to temporarily permit a suspension or reduction of administration contributions to pension plans. The sums required for maintenance of pensions were drawn from surpluses in the plans. Savings were also projected through attrition from retirements, resignations, voluntary exit and early retirement schemes.

These kinds of arrangements generally meant that the first year of the social contract carried a heavier price for faculty salaries than the subsequent two years. As designed by the legislation,

financial agreements were reached in most instances in return for a guarantee of no layoffs for the period of the social contract.

This was particularly relevant at OISE, where the administration had declared a state of financial exigency in January, and where the threat of layoff was real and immediate. Faculty reductions may still occur as a result of attrition, which was one of the premises of reaching the expenditure reduction targets in most sectors, including the university sector. This will only put more pressure on a system already stretched.

In the weeks following the announcement of the government's intention to negotiate a social contract to achieve expenditure reductions, Premier Rae particularly singled out teachers, civil servants and lawyers as those who should bear the brunt of the cuts. In a speech at Woodsworth College, Rae stated that universities must take a back seat to other social programs and that students had a social responsibility to pay for their education.

Apart from the costs to individuals, the government social contract initiative can only negatively impact on the quality of post-secondary education in Ontario universities, which are already significantly understaffed and underfinanced, and facing an ever-increasing student demand for places.

It is not just the faculty associations that are angry with this Ontario government initiative. Both the Ontario Federation of Labour and the Canadian Labour Congress have attacked the approach of the government.

The Liberal opposition wavered in its position, sometimes criticizing the government for creating

phony structures rather than simply cutting, sometimes criticizing the details of the bill, and sometimes suggesting they would do better. The Conservatives simply held to the line that they would cut more. Both opposition parties voted against the legislation at third reading as did three NDP members.

Although the negotiations are over, and the government has declared the exercise a success, there will certainly be fallout from this process over the next three years. One significant issue yet to be resolved is what happens when Bill 48 expires on Mar. 31, 1996.

It remains to be seen whether the freeze and rollbacks on actual salaries applies to reference or nominal salaries, and whether faculty salaries paid on Apr. 1, 1996 will incorporate PTR increments due for the period of the social contract. This question also has significant implications for the calculation of pensions.

The recent court case between the Ontario Public Service Employees Union (OPSEU) and the Ontario government over the interpretation of the social contract agreement which had been signed days earlier suggests unions and faculty associations in Ontario will be arguing about the application of their agreement for the next three years.

Just before the legislation was introduced Moody's Investors Service, a New York bond rating agency, issued a report maintaining Canada's triple A credit rating and stating that "Several recently published reports have grossly exaggerated Canada's fiscal debt position" by double-counting numbers or comparing Canada's gross debt with the net debt of other countries. (The Toronto Star, June 10, 1993).

CAUT has charged that Bill 48, the "social contract" Act of Ontario, violates Canada's international obligations

At the request of the Ontario Confederation of University Faculty Associations (OCUFA), CAUT has appealed to the International Labour Organization (ILO) in Geneva. CAUT has taken the position that the legislation violates ILO conventions, including Convention 87 which concerns Freedom of Association and Protection of the Right to Organize (1948). Canada is a signatory to this convention.

Past ILO rulings have found that a government can place restrictions on the settlement of wage rates as part of wage stabilization policies. However, these restrictions should only be imposed as an exceptional measure, shall not exceed a reasonable period and should include safeguards to protect workers' living standards. CAUT submitted in its appeal to the ILO that Bill 48 meets none of these requirements.

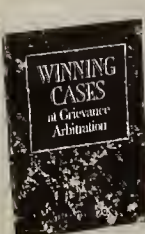
After launching the appeal, CAUT President Alan Andrews commented that "it is ironic that we have to appeal to the International Labour Organization in Geneva to defend collective bargaining against the actions of an NDP government." Saul Ross, OCUFA President, added that "the right to organize and bargain collectively is fundamental in a free society. We hope the ILO will remind Bob Rae of that."

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The federal election — what is at stake for the universities?

It seems likely that this will be the closest election in some time. As a consequence the votes of discernible groups such as the university community take on a greater significance. We hope this special election issue will provoke you to question the candidates who come to your door about their commitment to higher education.

Since the Second World War the federal government has been a major player in the financing of post-secondary education and research. This has been vital, not only for the university community, but for the nation as a whole. Will the federal presence continue and, if so, in what form? Remember billions of dollars are at stake. Cuts of hundreds of millions of dollars inevitably mean lower quality, fewer jobs and worse working conditions.

This is the third time CAUT has published a federal election special based on questionnaires to the parties. This special issue looks at the position of the parties in transfer payments to the provinces in respect of post-secondary education, research, status of women issues, and student aid, among other matters.

CAUT favours the continuation of the federal role in the financing of these areas and has specific policy proposals in many of them. However, CAUT does not endorse any political party but invites you to make up your mind after

reading what the parties have to say about higher education.

The Conservatives, the Liberals and the New Democratic Party all replied to the CAUT questionnaire. The Reform Party refused on the grounds that CAUT was a "special interest," and the Bloc Québécois was unable to say whether or not they wished to participate. CAUT restricted its questionnaire to parties that currently have elected members in the House of Commons.

CAUT has also urged local member faculty associations to play an active role in the federal elections. In the past some associations have organized and publicized debates on cable TV about higher education issues. Others have joined with students and the administration to sponsor hear pit discussions on the campus with media coverage.

In the last provincial election in Nova Scotia, Dalhousie University distributed cards to all members of the Dalhousie community asking them to put them on their door or front window so that candidates would understand the importance of Dalhousie to the area. It also suggested questions to ask the local candidates concerning higher education.

In the last federal election NSCUFA gave the federal NDP leader, with the national media in tow, a tour of the local university horrors caused

continued on page 6



KIM CAMPBELL
PROGRESSIVE
CONSERVATIVE PARTY
PARTI PROGRESSISTE-
CONSERVATEUR



JEAN CHRETIEN
LIBERAL PARTY
PARTI LIBÉRAL



AUDREY MCLAUGHLIN
NEW DEMOCRATIC PARTY
NOUVEAU PARTI
DÉMOCRATIQUE



PRESTON MANNING
REFORM PARTY
OF CANADA



LUCIEN BOUCHARD
BLOC QUÉBÉCOIS

Les élections fédérales — quel est l'enjeu pour les universités?

Il est probable que la prochaine élection soit l'une des plus serrées qu'on ait connues

depuis un certain temps. L'incidence du vote des groupes visibles, notamment la

collectivité universitaire, aura encore plus d'importance. Nous espérons que ce numéro spécial sur les élections vous incitera à questionner les candidats qui solliciteront votre vote sur leur position face à l'enseignement supérieur.

Depuis la Deuxième Guerre mondiale, le gouvernement fédéral est l'une des principales

sources de financement de l'enseignement postsecondaire et de la recherche. Ce financement est crucial non seulement pour la collectivité universitaire, mais pour la nation toute entière. Le gouvernement continuera-t-il d'assurer un soutien financier, et, si oui, de quelle façon?

N'oublions pas que des milliards de dollars sont en jeu. En réduisant les subventions de quelques centaines de millions de dollars, on diminuera inévitablement la qualité, le nombre de postes et les conditions de travail.

C'est la troisième fois que suite à la page 6

There is considerable dissatisfaction in the university community about the lack of arrangements to encourage coordination between the federal government, the provinces, and the stakeholders in the post-secondary education community. Would your party propose any new coordinating structures and, if so, what would they be?

PC

Education is a provincial matter. It is not the intention nor the desire of the federal government to intrude on provincial jurisdiction. Our role is to support all partners, not just governments, in their desire to meet the challenges, especially in education, that face Canadians.

We want to help mobilize all the participants who are interested in learning. We are doing this by supporting the creation of a Canadian Forum on Learning. This is what the Prosperity Action Plan, and Canadians, asked for.

We have put our money where our mouth is. We have given the organizers which include the Conference Board of Canada, the Association of Canadian Community Colleges, and the Association of Universities and Canadian Colleges—\$50,000 in seed money to develop their mandate.

Only by working together with governments, labour, business and educators can we meet the education challenge of today and the future.

NDP

New Democrats remain open to suggestions from the post-secondary community regarding new coordinating structures to encourage co-ordination and dialogue between the post-secondary education community, the federal, provincial and territorial governments.

LIB

Liberals understand that cooperation and coordination amongst federal and provincial governments and all others concerned in the post-secondary education community are necessary to meet the challenges confronting Canada's education system. We have not proposed creating a specific new mechanism to encourage this coordination, at this time. We would work with, and if necessary help reform, existing institutions and frameworks such as the Council of Ministers of Education. However, we are also interested in providing opportunities for a broad group of stakeholders to be involved in such discussions.

Notice

The questions posed to the political parties were provided by CAUT in both official languages. The parties were requested to reply in the same manner. Unfortunately the responses received from the Liberal Party were received in English only and production deadlines prevented CAUT from preparing a translation into French.

Avis

L'ACPPU a transmis aux partis politiques son questionnaire dans les deux langues officielles. Les partis ont été priés de répondre en anglais et en français. Le Parti libéral n'a toutefois répondu qu'en anglais. En raison des dates de tombée à respecter, l'ACPPU n'a pu traduire les réponses en français.

La collectivité universitaire est fort insatisfaite du manque d'ententes visant à encourager la coordination entre le gouvernement fédéral, les provinces et les intervenants du secteur de l'enseignement postsecondaire. Est-ce que votre parti proposerait de nouveaux modes de coordination? Si oui, quels seraient-ils?

PC

L'éducation relève des provinces, et le gouvernement fédéral n'a aucunement l'intention de s'ingérer dans les affaires provinciales. Notre rôle se limite à appuyer tous les intervenants, et non seulement les gouvernements, dans le but d'aider les Canadiens à mieux préparer leur avenir grâce à l'éducation.

Nous voulons mobiliser tous les intervenants qui s'intéressent à l'éducation. Pour ce faire, nous soutenons la création d'un Forum canadien sur le savoir; c'est là une mesure que les Canadiens ont demandée et qui est prévue dans le Plan d'action pour la prospérité.

Il ne s'agit pas de paroles vides : nous avons effectivement versé une mise de fonds initiale de 50 000 \$ aux organisateurs du Forum, y compris le Conference Board du Canada, l'Association des collèges communautaires du Canada et l'Association des universités et collèges du Canada, afin qu'ils puissent réaliser leur mandat.

Seule la collaboration entre les gouvernements, les syndicats, les entreprises et les enseignants nous permettra de relever les défis qui se posent déjà et qui continueront à se poser en matière d'éducation.

NPD

Les Néo-Démocrates sont ouverts aux suggestions de la communauté d'enseignement postsecondaire au sujet de nouvelles structures coordonnées afin de favoriser la collaboration et le dialogue entre la communauté d'enseignement postsecondaire et les gouvernements fédéral, provinciaux et territoriaux.

The federal election continued from page 5

by underfunding. In many areas the elected officers of CAUT visited both the local media and the local candidates to publicize the importance of higher education issues.

If you have ideas on how this work might be done in your area, particularly through innovative ways, talk to your local association and get involved. Our greatest enemy is a do-nothing cynicism.

Pressure at election time is not a one-shot matter. Those who are elected remember the people and organizations in their constituencies who are active. They are much more likely to listen to them between elections than to constituencies which are silent. Furthermore the election gives both the CAUT and local associations a pulpit for publicizing our issues to the general public.

Make sure that the candidates in your constituency understand the importance of the issues and respond to them in a way that is favourable to the university community.



Les élections fédérales suite de la page 5

L'ACPPU publie une édition spéciale sur les élections fédérales présentant les réponses des partis à un questionnaire. L'édition spéciale porte notamment sur la position des partis relativement aux transferts pécuniaires aux provinces pour l'enseignement postsecondaire, à la recherche, aux questions en matière de

condition féminine et à l'aide aux étudiants.

L'ACPPU considère que le gouvernement doit continuer de financer ces secteurs et formule des propositions spécifiques sur nombre de ces derniers. L'ACPPU n'appuie aucun parti politique. Elle vous invite toutefois à faire votre choix après avoir pris connaissance de

la position des partis sur l'enseignement postsecondaire.

Les partis conservateurs, libéraux et néo-démocrates ont répondu au questionnaire de l'ACPPU. Le Reform Party a, pour sa part, refusé d'y répondre, indiquant que l'ACPPU était un groupe d'intérêt particulier, et le Bloc Québécois n'a pas indiqué s'il désirait ou non participer au sondage. L'ACPPU a distribué le questionnaire uniquement aux partis ayant présentement des représentants élus à la Chambre des Communes.

L'ACPPU a également demandé aux membres des associations de professeurs locales de participer activement aux élections fédérales. Dans le passé, certaines associations ont organisé la cablo-diffusion de discussions sur l'enseignement supérieur. D'autres, en collaboration avec les étudiants et l'administration des universités, ont parrainé la tenue, sur les campus, de débats auxquels assistaient les médias.

Au cours de la dernière élection provinciale, l'université Dalhousie de la Nouvelle-Écosse a distribué à tous les membres de sa communauté des cartes qu'elle leur a demandé de mettre sur leur porte ou leur fenêtre afin que les candidats prennent conscience de l'importance de l'université dans la région. L'université suggérerait à ses membres une liste de questions à poser aux candidats locaux concernant l'enseignement supérieur.

En outre, lors de la dernière élection fédérale, la Confédération des associations de professeurs des universités de la Nouvelle-Écosse a invité le chef du parti néo-démocrate et des journalistes à visiter les universités locales afin de leur montrer les «horreurs» causées par le sous-financement. Dans de nombreuses régions, les membres élus de l'ACPPU ont rendu visite aux médias ainsi qu'aux candidats locaux afin de mettre en avant les questions liées à l'enseignement supérieur.

Si vous avez des idées, particulièrement des idées

novatrices, sur la façon de faire connaître ces questions, communiquez avec votre association locale et participez. Notre plus grand ennemi est la passivité cynique.

Les pressions exercées sur les candidats ne doivent pas disparaître le jour des élections, les représentants élus tiennent compte des personnes et des organismes qui sont actifs dans leur circonscription. Ils sont plus

enclins à les écouter au cours de leur mandat que les organismes silencieux. En outre, les élections offrent à l'ACPPU et aux associations locales la chance de faire connaître au public ses préoccupations.

Assurez-vous que les candidats de votre circonscription comprennent l'importance de ces questions et qu'ils adoptent une position favorable à la collectivité universitaire.

The report of the federal government's advisory committee on the Prosperity Initiative recommends the creation of a Canadian Council on Education to help develop national education standards. Do you support this and, if so, how would you implement this given that education is a matter of provincial jurisdiction?

PC

One of the goals of the Canadian Forum on Learning may be to help develop national education standards.

However, we recognize that education is a provincial jurisdiction and the provinces must take part in such initiatives. It is not the intention of the federal government to unilaterally impose its views on the other partners who are hard at work to meet the education challenge in Canada.

NDP

New Democrats advocate a National Council on Continuous Learning to lead research and dialogue on the Canadian education system. The Council would be an arms-length, national organization built on a partnership between the education community, business, labour, and federal, provincial, and territorial governments. This body would play an active role in research and public reporting on the education system, functioning in a manner similar to the former Economic Council of Canada. Although it is expected that the program would be jointly funded by its many participants, the federal government would provide \$20 million in seed money in 1994-1995.

Because the Council would not be a program delivery mechanism, it would not intrude on provincial jurisdiction. Rather, the Council would serve as a joint forum for the articulation of a national vision for education, and as a source of independent information and advice.

Issues that the Council would examine include: the improvement of literacy and numeracy; the improvement of school to work transition, including an interprovincial apprenticeship network; joint research and evaluation programs for curriculum and teaching methods; the improvement of adult education programs; the use of technology in the classroom; the promotion of maths and sciences especially for young women and in high schools; and the expansion of coop education.

LIB

We cannot commit federal financial support for the creation of this new institution at this time. However, we would work with existing institutions and national organizations, such as the CAUT, to ensure the federal government, in cooperation with the provinces, helps facilitate the creation of national education standards and ensure that critical issues regarding education are discussed meaningfully.

Le comité consultatif du gouvernement fédéral sur la prospérité a recommandé dans son rapport la création d'un conseil canadien de l'éducation pour aider à mettre au point des normes nationales en matière d'éducation. Est-ce que vous appuyez cette recommandation? Si oui, comment la réaliseriez-vous vu que l'éducation relève des provinces?

PC

L'un des objectifs du Forum canadien sur le savoir pourrait consister à contribuer à l'élaboration de normes nationales en matière d'éducation.

Cependant, nous reconnaissons que l'éducation relève des provinces et qu'elles doivent donc participer à de telles initiatives. Le gouvernement fédéral n'a pas l'intention d'imposer son point de vue aux autres intervenants qui travaillent d'arrache-pied pour combler les besoins des Canadiens en matière d'éducation.

NPD

Les Néo-Démocrates préconisent l'établissement d'un Conseil national d'éducation permanente qui serait chargé d'entreprendre des recherches et des consultations sur le système canadien d'éducation. Ce conseil serait un organisme national indépendant, auquel collaboreraient les milieux d'éducation et d'affaires et les gouvernements fédéral, provinciaux et territoriaux. Cet organisme jouerait un rôle concret dans la recherche et publierait des rapports. Il fonctionnerait de façon similaire à l'ancien Conseil économique du Canada. Bien que ce programme serait financé par ses nombreux participants, le gouvernement fédéral y injecterait en 1994-95 des fonds de démarrage de 20 millions de dollars.

Puisque le conseil ne serait pas tenu d'élaborer de programmes, il n'empièterait pas sur les champs de compétence provinciaux. Le conseil serait plutôt un forum où serait articulée une vision nationale en matière d'éducation, en plus d'être une source indépendante d'information et de conseils pratiques.

Le conseil étudierait les questions suivantes :

- 1) l'amélioration des programmes d'alphabétisation et d'apprentissage du calcul;
- 2) une meilleure transition de l'école au milieu du travail, grâce à un réseau d'apprentissage interprovincial;
- 3) des programmes de recherche et d'évaluation conjugués des programmes d'études et des méthodes pédagogiques;
- 4) l'utilisation de procédés techniques en salle de classe;
- 5) la promotion des mathématiques et des sciences, surtout pour les jeunes femmes et dans les écoles secondaires et;
- 6) le développement de l'enseignement coopératif.

Cutting cash transfers — a Conservative approach to PSE funding

In his 1993 budget the Minister of Finance claimed that the payments by the federal government under old age security legislation and for the principal transfer programs to the provinces in respect of health and post-secondary education would grow about two and a quarter times as fast as other governmental expenses.

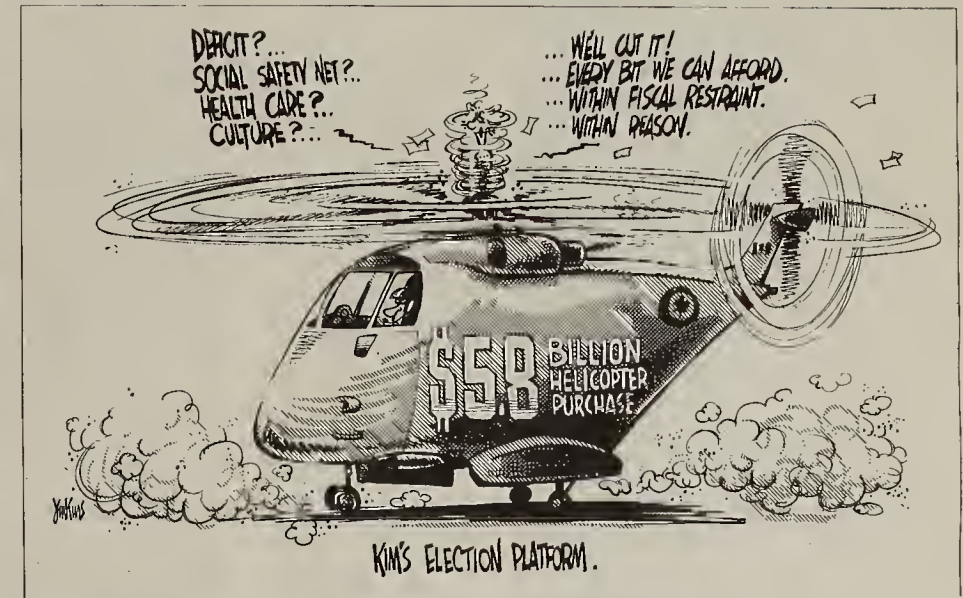
This is the type of magic arithmetic so favoured by governments. Only by mixing payments under old age security with Established Programs Financing (EPF) payments for health and post-secondary education can one arrive at this result.

The current system of federal/provincial financing was created by the Liberals in 1976/77 and involved two kinds of payments to the provinces, one of tax points and the other being cash. The cash involved is immense — \$2.4 billion in 1992/93. When the Conservatives came to power in 1984, they promised, in response to a questionnaire from CAUT, to maintain the system:

"Yes, we support fully the original 1977 funding formula and the legislation providing for that."

The party also said: "(It) sees a dual role for the federal government in post-secondary education; to see that there is ongoing funding for basic operating costs for the post-secondary system through Established Programs Financing; and to promote particular priorities...through research grants, training programs, funding of federal institutions, and consultation with provincial Ministers of Education...These consultations should include representatives of faculty and student associations."

Up until 1986 the two types



of transfers grew at about the same rate. The reduction of two per cent in the increases to the provinces in 1986 and the freeze on transfers to the provinces per citizen beginning in 1990-91 changed all that.

Transfers in cash reached their maximum and began to fall. This fall in transfers was then halted by one of the few good results of the recession. As the value of tax points fell, the amount required to be paid by Ottawa grew. If the economy recovers, the drop in cash transfers will recommence.

Assuming that the Tories would continue their policies if re-elected, these cash payments will eventually disappear. That would mean the end for all practical purposes

of the federal participation in the operation of Canada's universities other than for research and as a guarantor of provincial student aid programs.

The amount lost in respect of post-secondary education, taking into account only the freeze, grew from \$516 million in 1991/92 to \$777 million in 1993/94. Between 1990/91 and 1994/95 the provinces will have lost \$3.1 billion for post-secondary education only.

A recent commentary by the C.D. Howe Institute stated: "by 1991-92, the federal government had off-loaded about \$1.7 billion of its annual deficit onto the health care system."

If we concur with the institute that "off-loading occurs

only to the extent that Ottawa reduces transfers to provinces by more than it reduces its own program spending," it is nevertheless clear, even under this restricted definition, that the federal government has off-loaded large amounts of its annual deficit onto the post-secondary education system.

The Conservatives also have a political incentive to make these cuts. When they came to power, there were a large number of Conservative provincial governments. Now there are only two. Of these only Manitoba cares about the cuts. It is, therefore, much less politically painful for the Tories to cut since Liberal and NDP governments must face the consequences.

The Conservatives, have always been very ambiguous about the federal role in post-secondary education. On the one hand they refuse to tie the funds. But on the other they claim the funds are provided for post-secondary education. This latter stance can be found in the report to Parliament by the Secretary of State entitled, *Provincial and Federal Assistance for Post-secondary Education in Canada*.

It is also true of *Learning Well...Living Well* in which the federal government includes EPF transfer payments in the \$11 billion it "invested in the Canadian education system." Indeed the reason EPF funds are accounted for separately

continued on page 8

Sabrer les transferts en espèces — Le financement de l'enseignement postsecondaire selon les Conservateurs

Dans son budget de 1993, le ministre des Finances indiquait que les paiements versés par le gouvernement fédéral au titre de la loi sur la sécurité et la vieillesse et des principaux programmes de transferts aux provinces visant la santé et l'enseignement postsecondaire augmenteraient environ 2,25 fois plus rapidement que les autres dépenses du gouvernement fédéral.

C'est là le type de calcul magique qu'aiment tant les gouvernements. On n'a pu obtenir ces résultats qu'en combinant les paiements effectués au titre de la sécurité de la vieillesse et le Financement des programmes établis pour la santé et l'enseignement postsecondaire.

Créés par les Libéraux en 1976-1977, les systèmes actuels de financement fédéral-provincial comprennent deux types de paiements aux provinces, les paiements en

points d'impôt et les paiements en espèces. Les sommes dont il est question sont énormes — 2,4 milliards de dollars en 1992-1993. Lorsque les Conservateurs sont arrivés au pouvoir en 1984, ils ont promis, en réponse à un questionnaire de l'ACPPU, de maintenir le système :

«Oui, nous appuyons pleinement la formule de financement de 1977 et la législation qui s'y rapporte.»

Les représentants du parti ont également indiqué qu'ils envisageaient un double rôle pour le gouvernement fédéral vis-à-vis de l'enseignement postsecondaire : assurer, par le biais du Financement des programmes établis, le financement continu des frais de fonctionnement de base du système et promouvoir des priorités particulières par des subventions de recherche, des programmes de formation, le financement des établissements fédéraux et des

consultations avec les ministres provinciaux de l'Éducation. Des représentants des associations de professeurs et d'étudiants devraient participer à ces consultations.

Jusqu'en 1986, ces deux types de transfert ont évolué à peu près au même rythme. Mais la réduction de 2 p. 100 de l'augmentation accordée aux provinces en 1986 et le gel des transferts aux provinces par citoyen à partir de 1990-1991 ont tout changé.

Les transferts en espèces ont atteint un sommet pour ensuite commencer à descendre. Cette baisse a été interrompue grâce à la récession : la valeur des points d'impôts ayant diminué, Ottawa a dû payer un montant plus élevé. Advenant un redressement de l'économie, les transferts en espèces recommenceront à chuter.

Si les Conservateurs sont réélus et qu'ils poursuivent leur politique, les paiements en

espèces pourraient disparaître complètement. À toutes fins pratiques, le gouvernement fédéral cesserait donc de participer au fonctionnement des universités canadiennes si ce n'est pour la recherche et en tant que garant des programmes provinciaux d'aide aux étudiants.

Si l'on ne tient compte que du gel, le montant perdu dans le domaine de l'enseignement postsecondaire est passé de 516 millions de dollars en 1991-1992 à 777 millions en 1993-1994. Entre 1990-1991 et 1994-1995, les provinces auront perdu 3,1 milliards de dollars au titre de l'enseignement postsecondaire seulement.

Selon un commentaire récent effectué par l'Institut C.D. Howe, le gouvernement fédéral jusqu'en 1991-1992 avait soulagé son déficit annuel de 1,7 milliard de dollars et c'est le système de santé qui a écopé.

En admettant, comme l'indique l'Institut, qu'il n'y a réduction que dans la mesure où Ottawa puise dans les transferts aux provinces un montant supérieur aux réductions de ses propres dépenses de programme, il est néanmoins évident, même en vertu de cette définition restreinte, que le gouvernement fédéral a pénalisé considérablement le système d'enseignement postsecondaire afin de réduire son déficit annuel.

Les Conservateurs avaient également de bonnes raisons politiques de procéder à des réductions. Lorsqu'ils ont été portés au pouvoir, on comptait un grand nombre de gouvernements provinciaux conservateurs. Il n'en reste plus que deux, sur lesquels seul le Manitoba se préoccupe des compressions. Ainsi, sur le plan politique, il est beaucoup moins dangereux pour les

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Would your party change in any significant way the transfer arrangements for the provinces in respect of post-secondary education under the Established Programs Financing (EPF) legislation? If so, in what way?

In particular:

— Would your party favour returning to a shared-cost formula with the provinces such as existed before 1977?

— Would your party favour using some or all of the current (EPF) cash payments to fund student aid and research?

— Would your party favour a system by which the federal transfer payments no longer go to the provinces but are paid to the students as vouchers which could be cashed only at the institution of their choice?

If it is your party's intention to continue the present EPF legislation for any period of time, would you:

— Maintain, increase or decrease the current cash component in respect of post-secondary education? Would you plan to restore any of the cuts to the cash component that have been made since 1986?

— Base the formula on student numbers rather than provincial population numbers as is now the case?

— Tie the funds transferred to the provinces in respect of post-secondary education so that they are required to be spent on post-secondary education?

PC

Since education is primarily a matter of provincial responsibility, funding for post-secondary education is made available to the provinces as general revenue; it is up to each provincial government to set its own priorities and to allocate its fiscal resources accordingly. We fully respect the provincial jurisdiction in this matter.

As EPF is equal *per capita*, the federal government's contribution in all provinces is proportionally the same. The lower-income provinces also receive additional financial support under the federal equalization program which can be used to support post-secondary education and health programs.

If EPF financing for post-secondary education were used to increase university research and student aid, some provinces might be put in a position where they would have to cut university programs significantly.

The Progressive Conservative Government has provided, and will continue to provide, increased support to university research through other measures.

We recognize that, as with all large institutions, universities need some degree of certainty with regard to funding in the interest of better planning. With the transfer payments provided directly to the provinces, budget allocations can be made on a longer-term basis than would be the case if each institution had to wait and find out its total enrollment before allocating the funding for its various programs.

The Progressive Conservative government has done a great deal to fund post-secondary education and health care in times of continuing restraint and will continue to do so in the future.

No changes will be made to the EPF arrangements without the full cooperation and collaboration of the provincial governments.

The federal government fully respects the provincial jurisdiction in the area of education, and the right of provincial governments to use EPF transfers according to their own needs and priorities.

NDP

New Democrats want to stop the serious cuts to federal transfers that have occurred under Liberal and Tory governments which have eroded post-secondary education.

We are committed to cash transfers remaining in the system which enable the provinces and territories to provide Canadians with roughly equal levels of public education, and which discourage these governments from social dumping. We want to see a stable, long-term system of federal transfers which ensures that the provinces and territories fulfil their commitments to their fair share of education costs. We are committed to negotiations with the provinces and territories to form a new partnership to rebuild our post-secondary education and health care.

LIB

We look forward to working with your organization during the process of renewing the EPF arrangements including discussions on the proposals reflected in your questionnaire regarding the specifics of the renewed EPF arrangements.

Current arrangements on federal-provincial fiscal arrangements are expiring over the next few years and will have to be renegotiated. This will be a priority for a Liberal government. In recent times, provincial governments have raised concerns about their difficulties in fiscal planning because of the unilateral decisions of the Conservative government to transfer responsibilities for programs and cut financial transfer payments to the provinces. Predictability of financial arrangements is vital to fiscal responsibility. For this reason, one major objective of our negotiations will be to achieve the maximum degree of predictability and stability for each level of government.

Cutting cash transfers

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for health and post-secondary education is the result of an amendment successfully moved by the Conservatives just prior to the election of 1984.

The Liberals and the NDP

To be just, one must note that the Conservatives did not begin the process of significant cuts in EPF. It began in 1983/84 and then 1984/86 when the Liberals fixed the increases to the provinces for post-secondary education at six and five per cent.

This did not apply, for example to the health transfers which, per citizen, increased by nine and eight per cent. Furthermore in the pre-election campaign Mr. Chrétien has refused to commit himself either to stopping the cuts or to restoring the level of funding.

However, in their response to the 1993 CAUT questionnaire, the Liberals offer a much more vigorous defence of the federal role in post-secondary education than the Tories, and Mr. Chrétien promised the Maritime premiers that a Liberal government would, as CAUT has recommended, treat transfer payments as three to five year contracts, not subject to the annual whim of the finance minister.

The federal NDP is also committed to a strong federal role in post-secondary education including the continuation

of cash transfers, the discouragement of social dumping and mechanisms to ensure the provinces pay their fair share. In 1988 the federal NDP was more specific and called for the creation of a new cost-sharing arrangement with the provinces.

In 1993 none of the parties seems very interested in experimenting with new systems of federal financing. In 1988 the Liberals were prepared to say they would negotiate a new funding regime that would require the provinces to spend the federal money on post-secondary education and the NDP said that the provinces must be responsible for federal funds provided in this area.

In 1988 all three parties, as well as CAUT, were opposed to a voucher system. Now all three choose not to answer.

Better coordination

CAUT has for many years called for better ways of coordinating the work of the federal and provincial governments along with the stakeholders in the system. There was a brief flutter of interest under the Conservatives when David Crombie was Secretary of State and joined with the Council of Ministers of Education to hold the forum on post-secondary education in Saskatoon. There was alas no follow-up.

Now the Conservatives are proposing to create a Canadian Forum on Learning.

CAUT is participating in the discussions about this but fears it will be mainly concerned with primary and secondary education — areas in which the federal government traditionally has had no role — to the expense of post-secondary education where it has long-standing commitments.

The Liberals are opposed to such structures although in 1988 they favoured the creation of a permanent mechanism for cooperation. The NDP is calling for a National Council on Continuous Learning. This would subsume the National Council on Post-Secondary Education which it favoured in 1988.

Eliminate the deficit and kill PSE

However, the same anonymous gurus who announced last fall to an uncritical Canadian media that the Canadian deficit was so horrendous that the Japanese would cease investing in Canada, that the IMF would be called in any month, that the dollar would collapse, and that the international bankers would require us to drastically cut social programs (all of which proved false but spooked the simple minded like Bob Rae) are now saying that if the Conservatives are elected, they must, in order to avoid such calamities make really drastic cuts in health, pensions, post-secondary education.

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Sabrer les transferts en espèces

suite de la page 7

Conservateurs d'effectuer ces compressions puisque ce sont des gouvernements libéraux et néo-démocrates qui en subissent les conséquences.

Les Conservateurs n'ont jamais défini clairement le rôle du gouvernement fédéral dans l'enseignement postsecondaire. D'une part, ils refusent d'attacher des conditions au versement des fonds, mais d'autre part, ils affirment que les fonds sont destinés à l'enseignement postsecondaire. Cette position est exprimée dans le rapport intitulé *Aide fédérale et provinciale à l'enseignement postsecondaire au Canada*, présenté au Parlement par le Secrétaire d'État.

On retrouve également cette prise de position dans le document intitulé *Bien apprendre... bien vivre*, dans lequel le gouvernement fédéral englobe les paiements de transfert effectués au titre du Financement des programmes établis dans les 11 milliards de dollars qu'il a investis dans le système d'enseignement canadien. En effet, le calcul séparé des fonds consacrés à la santé et de ceux alloués à l'enseignement postsecondaire fait suite à une modification proposée par les Conservateurs juste avant l'élection de 1984.

Les Libéraux et les Néo-démocrates

Par souci d'équité, il faut souligner que les réductions importantes que subit le Financement des programmes établis datent d'avant l'arrivée des Conservateurs au pouvoir.

Elles ont été amorcées en 1983-1984, puis en 1984-1986, lorsque les Libéraux ont fixé à 6 et 5 p. 100 respectivement les augmentations des sommes versées aux provinces au titre de l'enseignement postsecondaire.

Cette mesure ne visait pas, par exemple, les transferts effectués au titre de la santé, par citoyen, qui ont augmenté de 9 puis de 8 p. 100. De plus, au cours de la campagne pré-électorale, M. Chrétien a refusé de s'engager à mettre fin aux compressions ou à rétablir le niveau de financement.

Cependant, en réponse au questionnaire passé par l'ACPPU en 1993, les Libéraux ont défendu beaucoup plus vigoureusement que les Conservateurs le rôle du gouvernement fédéral dans l'enseignement postsecondaire. M. Chrétien a d'ailleurs promis aux premiers ministres des provinces Maritimes qu'un gouvernement libéral traiterait les paiements de transfert comme un contrat triennal ou quinquennal et qu'ils ne seraient plus assujettis annuellement à la fantaisie du ministre des Finances. Et c'est ce que l'ACPPU recommande.

Les Néo-démocrates fédéraux se sont également engagés à jouer un rôle important dans l'enseignement postsecondaire, entre autres en poursuivant les transferts en espèces, en prenant ses responsabilités en matière de programmes sociaux et en prévoyant des mécanismes afin d'assurer que les provinces

fassent leur part. En 1988, les Néo-démocrates ont été plus précis et exigé la mise sur pied d'une nouvelle entente de partage des coûts avec les provinces.

En 1993, aucun des partis ne semble intéressé à essayer d'autres systèmes de financement fédéral. En 1988, les Libéraux étaient prêts à dire qu'ils négocieraient un nouveau système de financement qui exigerait que les provinces dépensent l'argent octroyé par le gouvernement fédéral aux fins de l'enseignement postsecondaire, et les Néo-démocrates déclaraient que les provinces devaient être responsables des fonds octroyés par le gouvernement fédéral dans ce secteur.

En 1988, les trois partis, ainsi que l'ACPPU, se sont opposés au système de bons. Aujourd'hui, les trois partis ont décidé de ne pas se prononcer sur le sujet.

Meilleure coordination

Depuis longtemps déjà, l'ACPPU a demandé une meilleure coordination du travail des gouvernements fédéral et provinciaux en collaboration avec les intervenants du milieu. Le gouvernement conservateur s'est brièvement intéressé à la question lorsque David Crombie était secrétaire d'État et qu'il a travaillé avec le Conseil des ministres de l'Éducation dans le cadre du colloque sur l'enseignement postsecondaire tenu à Saskatoon. Malheureusement,

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Cutting cash transfers continued from page 8

cation and payments for Indian and Inuit programs such as education.

Since the new Prime Minister, unlike Mr. Mulroney, is a true believer in these financial prognostications, it can be assumed this will be the result if she is returned to power. In fact it is hard to see how she could meet her target of abolishing the national debt in five years without eliminating virtually all of the social and educational programs of the federal government.

Furthermore Ms. Campbell has firmly allied herself with the most nationalistic wing of the Quebec caucus through Mr. Loiselle and Mr. Masse. They, of course, wish to ensure that Ottawa has no role to play in the support of higher education. Thus Social Credit eco-

nomics and Quebec nationalism combine to pretty well guarantee the result as it did indeed during the latter Mulroney years.

The consequences for post-secondary education are horrendous. It is true that EPF funds are not directly tied by law to post-secondary education, nevertheless cuts of the magnitude already undertaken have forced many provincial governments to cut all programs including post-secondary education.

Where does CAUT stand?

CAUT has long recognized the fundamental irresponsibility of the current system since both the federal government and the provinces can cut and blame the other level of government. We have called for:

- a reform of the current system by removing the freeze, restoring the funds and reforming the system; or

- a return to the previous system of cost-sharing; or

- use of the existing money to fund students, the indirect costs of research, including overhead costs, some of the costs of the university library system, research facilities in smaller institutions, and the like.

These latter proposals are designed to focus federal funds on areas in which the federal government has traditionally supported universities, research and student aid and to balance, as well, the interests of larger and smaller institutions and all regions of the country.

Sabrer les transferts en espèces suite de la page 8

aucun suivi n'a été effectué.

Les Conservateurs proposent maintenant de créer un forum canadien sur le savoir. L'ACPPU prend part aux discussions sur le sujet, mais craint que l'on s'attarde surtout à l'enseignement primaire et secondaire — domaines où le gouvernement fédéral n'a jamais joué de rôle — aux dépens de l'enseignement post-secondaire, auquel il participe depuis longtemps.

Les Libéraux s'opposent à de telles structures, bien qu'en 1988 ils aient été en faveur de la mise sur pied d'un mécanisme de coopération permanent. Quant aux Néo-démocrates, ils demandent la mise sur pied d'un conseil national sur l'éducation permanente. On ne sait pas si ce conseil subsumerait le Conseil national sur l'enseignement postsecondaire qu'ils favorisaient en 1988.

Éliminer le déficit et mettre fin au financement des programmes établis

L'automne dernier, des maîtres à penser anonymes annonçaient à des médias dépourvus d'esprit critique que le déficit canadien était si élevé que les Japonais cesseraient d'investir au pays, que le Fonds monétaire international serait appelé à la rescousse sous peu, que le dollar chuterait et que les banques internationales nous demanderaient de sabrer nos programmes sociaux (toutes de fausses déclarations, mais qui ont effrayé les naïfs comme

Bob Rae); ces mêmes maîtres à penser affirment maintenant que, si les Conservateurs sont réélus, ils devront réduire de façon radicale les sommes accordées à la santé, aux régimes de retraite, à l'enseignement postsecondaire et aux programmes des Indiens et des Inuits, notamment au titre de l'éducation, afin d'éviter de tels désastres.

Puisque, contrairement à son prédécesseur, Mme Campbell croit fermement à ces pronostics financiers, on peut s'attendre à de telles réductions si elle est réélue. En fait, il est difficile de voir comment elle pourrait atteindre son objectif et abolir la dette nationale en cinq ans sans mettre fin à presque tous les programmes sociaux et éducatifs offerts par le gouvernement fédéral.

En outre, Mme Campbell s'est liée avec l'aile la plus nationaliste du caucus québécois, en faisant équipe avec MM. Loiselle et Masse. Ceux-ci espèrent évidemment s'assurer qu'Ottawa ne jouera aucun rôle dans l'appui à l'enseignement postsecondaire. Ainsi, le système du Crédit social et le nationalisme québécois s'unissent pour pratiquement garantir le résultat, comme cela a été le cas au cours des dernières années du gouvernement Mulroney.

Les conséquences sur l'enseignement postsecondaire sont désastreuses. Il est vrai que, en vertu de la loi, le Financement des programmes établis n'est pas directement

lié à l'enseignement post-secondaire; toutefois, des compressions aussi importantes que celles déjà effectuées ont forcé de nombreux gouvernements provinciaux à sabrer tous leurs programmes, y compris l'enseignement post-secondaire.

Quelle est la position de l'ACPPU?

L'ACPPU reconnaît depuis longtemps l'irresponsabilité fondamentale du système en place, en vertu duquel le gouvernement fédéral et les provinces peuvent tous les deux effectuer des réductions et en blâmer l'autre échelon. L'ACPPU a demandé :

- une réforme du système actuel afin de lever le gel, de rétablir les fonds et de réformer le système; ou

- un retour à l'ancien système de partage des coûts; ou

- l'utilisation de l'argent actuel pour les étudiants, les frais indirects de recherche, y compris les frais de fonctionnement, certaines dépenses engagées par les bibliothèques universitaires, les installations de recherche des plus petits établissements, etc.

Ces dernières propositions visent à allouer les fonds fédéraux dans des domaines où le gouvernement fédéral a toujours appuyé les universités, la recherche et l'aide aux étudiants, et à équilibrer les intérêts des grands et des petits établissements ainsi que toutes les régions du pays.

Est-ce que votre parti modifierait de manière importante les paiements de transfert aux provinces au titre de l'enseignement postsecondaire régis par la loi sur le financement des programmes établis (FPE)? Si oui, de quelle manière? Notamment:

(a) Votre parti serait-il en faveur d'un retour à une formule de partage des coûts avec les provinces pareille à celle qui existait avant 1977?

(b) Votre parti serait-il en faveur d'une aide financière aux étudiants et à la recherche, subventionnée en partie ou en totalité par les paiements en espèces actuels du FPE?

(c) Votre parti serait-il en faveur d'un système qui permettrait de verser aux étudiants plutôt qu'aux provinces les paiements de transfert sous forme de bons d'études qui ne pourraient être encaissés qu'à l'université de leur choix? 2. Si votre parti a l'intention de maintenir la loi sur le FPE pendant un certain temps,

(a) est-ce que vous maintiendriez, augmenteriez ou diminuerez les paiements en espèces au titre de l'enseignement postsecondaire? Est-ce que vous projeteriez de rétablir toutes les sommes retranchées aux paiements en espèces depuis 1986?

(b) est-ce que vous calculeriez la formule selon le nombre d'étudiants plutôt que selon le nombre d'habitants par province comme c'est présentement le cas?

(c) est-ce que vous obligeriez les provinces à dépenser les crédits qui leur sont versés au titre de l'enseignement postsecondaire dans ce secteur uniquement?

PC

Comme l'éducation relève surtout de la compétence provinciale, les fonds destinés à financer l'éducation postsecondaire sont versés aux provinces à titre de recettes générales; il revient donc à chaque province d'établir ses priorités et d'affecter ses réserves fiscales en conséquence. Nous laissons cette responsabilité entièrement aux provinces.

Étant donné que le financement des programmes établis (FPE) représente un montant égal *per capita*, la contribution fédérale est proportionnellement la même dans chaque province. Cependant, en vertu du programme fédéral de péréquation, les provinces ayant moins de recettes reçoivent des fonds supplémentaires qui peuvent être affectés aux programmes d'enseignement postsecondaire et de soins de santé.

Évidemment, si l'ensemble du FPE pour l'enseignement postsecondaire servait à accroître la recherche universitaire et l'aide aux étudiants, certaines provinces pourraient devoir couper considérablement dans leurs programmes universitaires. Le gouvernement PC a donc pris d'autres mesures pour accroître son appui à la recherche universitaire, ce qu'il continuera à faire.

Nous reconnaissons que, comme toute grande institution, les universités ont besoin d'une certaine mesure de certitude quant à leur financement afin de mieux planifier leurs programmes. En versant les paiements de transfert directement aux provinces, il est possible de définir les affectations budgétaires à plus long terme que si chaque université devait attendre de connaître son nombre total d'inscriptions avant d'établir le financement de ses divers programmes.

Le gouvernement PC a déployé des efforts considérables pour maintenir le financement des soins de santé et de l'éducation postsecondaire en période de restrictions; d'ailleurs, il continuera à le faire.

Aucune modification ne sera apportée aux dispositions concernant le FPE sans la pleine collaboration des provinces.

Le gouvernement fédéral respecte pleinement le droit des provinces de s'occuper de l'éducation et d'utiliser les transferts accordés en vertu du FPE en fonction de leurs besoins et de leurs priorités.

NPD

Les Néo-Démocrates veulent stopper la saignée entamée par les gouvernements libéral et conservateur aux paiements de transfert qui a miné les programmes d'éducation postsecondaire. Nous sommes déterminés à maintenir les transferts qui permettent aux provinces et aux territoires d'assurer la prestation de services d'éducation publique équivalents à tous les Canadiens et Canadiennes et qui font en sorte que le fédéral ne refait pas sa responsabilité aux autres paliers de gouvernement. Nous voulons qu'un système stable et durable de paiements de transfert soit établi de façon à ce que les provinces et territoires respectent leur engagement à défrayer conjointement les programmes d'éducation. Nous sommes engagés à négocier avec les provinces et territoires afin d'établir un partenariat en vue de raffermir l'éducation postsecondaire et le régime de soins de santé.



"Sure, we need more research in alchemy, necromancy, and sorcery, but where is the money going to come from?"

Drawing by Dana Fradon © 1993
The New Yorker Magazine, Inc.

Funding university research

Major parties outline their positions

As one might predict, the responses made by Canada's three main political parties to CAUT's 1993 election questionnaire show that they all agree that university research plays a vital role in the country's socio-economic development.

One might also have predicted the high level of disagreement among the Conservatives, Liberals and New Democrats on the means — financial and otherwise — that the federal government should undertake to support university research.

In their responses to the two questions on federal funding for university research, the governing Conservatives demonstrate a myopic preoccupation with reducing the deficit that is undoing the real good they have achieved through other initiatives in this area. The Conservative responses to the other three questions reveal a degree of stubbornness and demonstrate how slowly the

bureaucratic wheels of government can turn.

As for the opposition Liberals (and to a somewhat lesser degree the New Democrats) their responses are marked by vagueness and extreme caution in the face of the upcoming election. Such vagueness may be smart politics for the opposition parties in the short-term, but does it demonstrate leadership and a viable alternative to the present government?

Funding for federal research councils

The key federal policy issue for university research is funding for the three federal granting agencies — the Natural Sciences and Engineering Research Council (NSERC), the Medical Research Council (MRC) and the Social Sciences and Humanities Research Council (SSHRC).

In responding to CAUT's 1984 election questionnaire, the Conservatives promised to pro-

vide "real (above inflation)" increases in granting council funding as a part of an overall commitment to double Canada's R&D effort to 2.5 per cent of the Gross National Product. Once in power, they took four major initiatives affecting granting council funding:

- the 1986 adoption of a five-year "matching funds" policy, under which the federal government matched annual private-sector contribution targets in order to fund the granting councils;

- the subsequent inclusion of the "matching funds" in the councils' base budgets as of 1991-92;

- the February 1992 approval of annual four per cent increases in base funding for each of the three granting councils over a four-year period beginning in 1992-93; and

- the 1988 announcement of the spending of an additional \$245 million over five years

under the administrative auspices of the granting councils to establish 15 Networks of Centres of Excellence.

Unfortunately, whatever good these measures might have done for the funding of university research has been negated by recent actions taken to reduce the federal deficit. In his December 1992 economic statement, former Finance Minister Don Mazankowski froze granting council funding at its 1992-93 level (about \$770 million) for 1993-94 and 1994-95. Then in last February's budget he announced funding levels after 1994-95 would also be cut from four to 1.5 per cent a year.

One of the first acts of the Campbell government was to cut the funds for the Centres of Excellence in research by 48 per cent.

No wonder then that, in response to CAUT's 1993 election questionnaire, the Conservatives dismissed the

cuts in funding to the granting councils by stating that "fiscal reality means that we must all tighten our belts." They of course failed to note that "fiscal reality" is a creature of their own decisions and economic policies.

No wonder as well that in 1991 Canada's Gross Expenditures on Research and Development (GERD) was 1.43 per cent — a decrease from 1.44 GERD in 1985, the first year of the Mulroney government, and a far cry from the 2.5 per cent promised by Mulroney in his campaign for his first term of office.

If the Conservative response to the question of granting council funding in the 1993 election questionnaire reveals an overriding preoccupation with the federal deficit, the Liberal response reveals little but vagueness. The Liberals state simply that "we will work with universities and the private sec-

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Position des principaux partis sur le financement de la recherche universitaire

Il fallait s'y attendre, les réponses des trois principaux partis politiques du Canada au questionnaire de l'ACPPU sur les élections de 1993 révèlent qu'ils sont tous d'accord pour que la recherche universitaire joue un rôle de premier plan dans l'essor socio-économique du pays.

On aurait pu prédire également à quel point les Libéraux et les Néo-démocrates sont en désaccord sur les mesures, financières et autres, que le gouvernement

fédéral devrait prendre pour soutenir la recherche universitaire.

Les réponses que les Conservateurs ont données aux deux questions sur le financement de la recherche universitaire par le fédéral révèlent qu'ils manquent de discernement dans leur obsession à vouloir réduire le déficit du gouvernement fédéral. Cette myopie annule leurs bonnes initiatives dans d'autres domaines. Les réponses aux trois autres

questions démontrent un certain entêtement et illustrent la lenteur des rouages bureaucratiques d'un gouvernement.

Quant aux Libéraux, et à un moindre degré les Néo-démocrates, un grand manque de précision caractérise leurs réponses, ce qui traduit une prudence extrême face aux prochaines élections. À court terme, une telle imprécision peut constituer de la politique habile pour les partis de l'opposition. En revanche, cette attitude révèle-t-elle un sens du leadership et une solution de rechange viable au présent gouvernement?

dans l'enveloppe de base des conseils à partir de 1991-1992;

- l'approbation en février 1992 d'une hausse de quatre pour cent du financement de base de chacun des trois conseils subventionnaires pendant une période de quatre ans à partir de 1992-1993;

- l'annonce en 1988 d'une subvention additionnelle de 245 millions de dollars étalée sur cinq ans et administrée par les conseils subventionnaires, pour la création de 15 réseaux de centres d'excellence.

Hélas, les récentes décisions des Conservateurs pour diminuer le déficit fédéral ont

réduit à rien tout le bien que ces mesures auraient pu apporter au financement de la recherche universitaire. Lors de sa déclaration sur l'économie en 1992, l'ancien ministre des Finances, Don Mazankowski, a gelé le financement des conseils subventionnaires au niveau de 1992-1993 (environ 770 millions de dollars) pour 1993-1994 et 1994-1995. Puis, peu après le budget de février, Mazankowski a annoncé que le niveau de financement passerait de 4 à 1,5 p. 100 par année après 1994-1995.

L'une des premières

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The federal government has frozen the budgets of the federal granting agencies for 1993-94 and 1994-95 and mandated annual increases of 1.5 per cent after 1994-95. Would your party continue this policy? If not, at what level would your party finance the granting councils?

PC

Support for science and technology research, of which the university research councils are a part, has been and remains a priority of the PC government. This is evident in the 44 per cent increase in S&T funding since 1984—from \$4.1 billion to an estimated \$5.9 billion in 1993.

In 1992-93, we provided \$770 million in funding to the three university research councils — the Natural Sciences and Engineering Research Council, the Medical Research Council, and the Social Sciences and Humanities Research Council.

However, fiscal reality means that we must all tighten our belts. Frankly, we must act now to ensure that we will have funds to support research in the future.

We must take tough action in all areas of government spending to bring down the deficit. This is why we are freezing funding for the research councils for 1992-93 and 1994-95 and increasing it by 1.5 per cent after 1994-95.

NDP

New Democrats are committed to more than doubling the funding for the federal granting agencies over the life of the next Parliament, increasing investment through these agencies from \$929 million in 1992-93 to approximately \$1.9 billion by 1998-99. Funding for the agencies would be stabilized by tying it to GDP. Funding would be committed on the basis of stable five-year plans for these councils, enabling them to plan long-term research.

LIB

Liberals believe that university-based research is of fundamental importance to the development of an innovative economy and that sustaining R&D initiatives and ensuring an adequate supply of scientists and technicians requires relatively long-term and stable investments. A Liberal government will continue to support the vital role that universities play in developing an innovative Canadian economy and we will work with universities and the private sector to increase Canada's investment in research and provide stable funding for the Granting Councils.

Le financement des conseils de recherches fédéraux

L'enjeu politique principal pour la recherche universitaire est le niveau de financement des trois conseils de recherche fédéraux, soit le Conseil de recherches en sciences naturelles et en génie (CRSNG), le Conseil de recherches médicales (CRM) et le Conseil de recherches en sciences humaines (CRSH).

En réponse au questionnaire sur les élections de 1984 de l'ACPPU, les Conservateurs ont promis des « hausses réelles » (supérieures à l'inflation) du financement des conseils subventionnaires dans le cadre d'un engagement global à doubler les efforts du Canada en R & D à 2,5 p. 100 du Produit national brut. Élus au pouvoir, ils ont pris quatre initiatives touchant le financement des conseils subventionnaires:

- l'adoption en 1986 d'une politique de subventions de contrepartie, en vertu de laquelle le gouvernement fédéral égalait la contribution annuelle du secteur privé à des projets particuliers pour financer les conseils subventionnaires;

- l'inclusion par la suite des subventions de contrepartie

Le gouvernement fédéral a gelé les budgets des conseils subventionnaires pour 1993-1994 et 1994-1995 et a ordonné des hausses annuelles de 1,5 p. 100 après 1994-1995. Est-ce que votre parti maintiendrait cette politique? Si non, quel serait le niveau de financement que votre parti accorderait aux conseils subventionnaires?

PC

Le gouvernement PC a toujours fait primer le soutien à la recherche scientifique et technologique, y compris aux conseils de recherche universitaires: rien n'a changé. Son engagement est évident: il a accru les fonds accordés à ce genre de recherche de 4,1 milliards de dollars en 1984 à environ 5,9 milliards en 1993, soit une hausse de 44 p. 100.

En 1992-1993, nous avons offert un soutien financier totalisant 770 millions de dollars aux trois conseils de recherche universitaires: le Conseil de recherches en sciences naturelles et en génie, le Conseil de recherches médicales et le Conseil de recherches en sciences humaines.

Cependant, la situation fiscale du gouvernement est telle que nous devons tous nous serrer la ceinture. En fait, nous devons agir maintenant si nous voulons continuer à financer la recherche à l'avenir.

Des mesures draconiennes s'imposent pour limiter les dépenses gouvernementales dans tous les domaines et ainsi réduire le déficit. À cette fin, nous avons gelé le financement accordé aux conseils de recherche en 1992-1993; le gel se poursuivra en 1994-1995, après quoi le financement sera augmenté de 1,5 p. 100.

NDP

Les Néo-Démocrates s'engagent à doubler le financement consenti aux agences subventionnaires fédérales et au Conseil national de recherches au cours de la prochaine législature, permettant ainsi d'augmenter les subventions accordées qui passeraient de 929 millions de dollars pour l'exercice 1992-93 à environ 1,9 milliard d'ici 1998-99. Le financement des agences serait stabilisé en l'indexant au PIB. Les subventions seraient attribuées en fonction de plans quinquennaux, ce qui permettrait aux organismes bénéficiaires de planifier des recherches à long terme.

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tor to increase Canada's investment in research and provide stable funding for the granting councils."

One clue as to how such public sector/private sector cooperation might work is provided by Liberal Leader Jean Chrétien in his Mar. 26, 1993 address to the Sainte-Foy Chamber of Commerce. Chrétien said then that his party would "reinforce R&D in small and medium-sized businesses by encouraging them to form partnerships with universities. The government will free up funds for R&D that the country's universities could claim on two conditions:

— That there already exists a certain know-how within the university.

— That the university forms a partnership with private industry to obtain sums equal to those that the government will grant. This will ensure that R&D is oriented towards commercial application."

By comparison, in 1988 the Liberals promised to increase Canada's GERD as a percentage of the Gross Domestic Product to a "level comparable with other major industrialized states, approximately two per cent GERD/GDP." A portion of this increase would be directed towards the granting councils, the exact amount to be determined through "discussions with the councils and other affected parties."

As for the New Democrats, they promise to "more than double the funding for the federal granting agencies over the life of the next Parliament" to about \$1.9 billion by 1998-99. Council funding would be stabilized by tying it to the GDP on the basis of five-year plans.

This is similar to the NDP response to the 1988 election questionnaire. At that time the NDP said it supports the "call for a doubling of the base budgets of the three granting councils over three years" and then their indexation at a rate of "1.5 per cent times Gross National Product growth."

Social sciences, humanities research

In its February 1992 budget the federal government announced it would introduce legislation to merge the SSHRC with the Canada Council so as to "further strengthen support for artistic and scholarly work by Canadians."

However, CAUT and many other organizations in the academic community opposed the merger. When the merger legislation was tabled in the Commons, CAUT denounced the fact that it included no measures to increase research funding or to improve service to SSHRC's clientele. The association also disapproved of the lack of government consultation with academics on the merger. CAUT waged a vigorous lobbying campaign which led to the bill's defeat in the Senate.

Shortly before the bill was defeated, CAUT sent the following question (see box below) on the SSHRC/Canada Council merger to the party leaders in the Commons.

The terse response of the governing Conservatives indicates that they are still smarting from the defeat of the bill but does not state that they would not propose a similar merger in the future. On the other hand the

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Would your party repeal the legislation merging the Social Sciences and Humanities Research Council and the Canada Council and thereby restore the SSHRC to its former position as an independent agency?

PC

The government will not proceed with the planned merger of the Social Sciences and Humanities Research Council and the Canada Council. Under the new government structure, the SSHRC will report to the Minister of Industry and Science, and the Canada Council will report to the Minister of Canadian Heritage.

NDP

As CAUT is aware, the Senate recently killed legislation which would have merged the Social Sciences and Humanities Research Council. New Democrats opposed this legislation, and will oppose it again should the government decide to reintroduce it.

LIB

Liberals led the efforts to defeat this unwise legislation and we would not reintroduce it.

Would you favour the restoration of the former House of Commons Committee on Research, Science and Technology?

PC

The Standing Committee on Industry, Science and Technology, and Regional and Northern Development deals with issues of research, science and technology. In addition, the Prime Minister's National Advisory Board on Science and Technology, made up of representatives from the academic community, business and labour, has provided direct policy advice to the Prime Minister and the government since 1984.

NDP

New Democrats recognize the importance of the former Committee on Research, Science and Technology. New Democrats favour the restoration of the Committee.

LIB

On Jan. 19, 1993, Liberal Leader Jean Chrétien unveiled a comprehensive package for reforming Canada's political institutions. One of the key reforms is providing a greater role for parliamentary committees. The names of the committees and the specific issues which they will address will be determined through consultations with the education community and others during the reform process.

Stop the presses!

Just hours before the deadline of this special issue of the *Bulletin* the federal government made two important funding announcements for which CAUT has lobbied over the past year.

Centres of excellence funding restored

On Aug. 27 Prime Minister Kim Campbell announced that funding for the Networks of Centres of Excellence Program will be "restored to the original level of \$48 million per year for each of the next four years."

In making the announcement, Campbell admitted that it is a response to the "negative reaction from researchers and experts and industry" to the Aug. 3 federal decision to cut back Network funding by 48 per cent to \$25 million for the program's second phase.

Since the program's creation in 1989, 15 Networks of Centres of Excellence have been launched at a cost of \$245 million to encourage collaboration by researchers in different

locations, institutions and disciplines.

Court challenge program reinstated

Three days later the Prime Minister announced that in response to "much expert comment and study" the Court Challenges Program will be "reinstated and improved."

This program, now to be called the Charter Law Development Program, was cut as part of the federal government's deficit reduction strategy in 1992. It will fund at a total annual cost of \$2.75 million test cases of federal laws involving not only language and equal rights provisions in the Charter of Rights and Freedoms, but also cases based on fundamental Charter freedoms such as freedom of conscience and religion.

The Court Challenges Program was created in 1982 to assist Canadians in financial need who wished to pursue cases through the courts to assert a Charter right.

Position des principaux partis

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initiatives du gouvernement Campbell a été de réduire de 48 p. 100 les crédits réservés aux Centres d'excellence.

Il ne faut donc pas s'étonner que les Conservateurs, dans leur réponse au questionnaire de 1993 de l'ACPPU, aient expliqué ces réductions en déclarant que «la situation fiscale du gouvernement est telle que nous devons tous nous serrer la ceinture». Évidemment, ils ont omis de dire que cette «situation fiscale» est le fruit de leurs décisions et de leurs politiques économiques.

Il ne faut pas s'étonner non plus que les dépenses brutes du Canada en recherche et développement (DRD) étaient de 1,43 p. 100 en 1991, une baisse par rapport à 1,44 en 1985, la première année du gouvernement Mulroney. Ce chiffre est d'ailleurs bien loin des 2,5 p. 100 promis par Mulroney lors de la campagne électorale de 1984.

Si la réponse des Conservateurs au sujet du financement des conseils subventionnaires révèle qu'ils sont obsédés par le déficit fédéral, la réponse des Libéraux à cette même question de l'ACPPU montre rien de moins que de l'imprécision. Les Libéraux ont simplement déclaré qu'ils allaient collaborer avec les universités et le secteur privé pour accroître l'investissement du Canada dans la recherche et pour fournir un financement stable aux conseils subventionnaires.

Dans une allocution prononcée le 26 mars 1993 devant la Chambre de commerce de Sainte-Foy, le chef du Parti libéral, Jean Chrétien, a donné un indice de la manière dont cette collaboration entre les secteurs privé et public pourrait s'effectuer. Il a déclaré qu'un gouvernement libéral «renforcera également la recherche et le développement dans les petites et moyennes entreprises en les encourageant à s'associer aux universités. Le gouvernement dégagea des fonds destinés à la recherche et à développement, que les universités du pays pourront

réclamer à deux conditions:

— Qu'il existe déjà un certain savoir-faire à l'intérieur de l'université.

— Que l'université s'associe à l'entreprise privée pour obtenir des sommes égales à celles que versera le gouvernement. Ce serait une façon de s'assurer que la recherche & développement soit orienté vers des applications commerciales.»

En comparaison, les Libéraux avaient promis en 1988 une hausse des dépenses brutes en recherche et développement en pourcentage du Produit intérieur brut à un niveau comparable à d'autres grands pays industrialisés, environ deux pour cent des DRD et PIB. Une partie de cette hausse irait aux conseils subventionnaires et le montant exact serait déterminé en consultation avec les conseils et d'autres parties touchées.

Quant aux Néo-démocrates, ils s'engagent à «doubler le financement consenti aux

agences subventionnaires au cours de la durée de la prochaine législature» jusqu'à environ 1,9 milliard de dollars d'ici 1998-1999. Le financement des conseils serait stabilisé en l'indexant au PIB en fonction de plans quinquennaux.

Cette promesse ressemble à celle que les Néo-démocrates ont donné au questionnaire de l'ACPPU sur les élections de 1988. À l'époque, les Néo-démocrates avaient déclaré qu'ils appuyaient la demande de doubler l'enveloppe de base des trois conseils subventionnaires pendant trois ans et de l'indexer au rythme de 1,5 p. 100 de la croissance du Produit national brut.

Sciences sociales et humaines

Dans son budget de 1992, le gouvernement fédéral a annoncé qu'il présenterait une loi fusionnant le Conseil de recherches en sciences humaines (CRSH) et le Conseil

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En ce qui concerne le Conseil de recherches en sciences humaines et le Conseil des arts est-ce que votre parti maintiendrait deux organismes distincts?

PC

Le gouvernement ne procédera pas à la fusion du Conseil de recherches en sciences humaines (CRSH) et du Conseil des Arts du Canada. Maintenant que les ministères ont été restructurés, le CRSH relèvera du ministère de l'Industrie et des Sciences et le Conseil des Arts, de celui du Patrimoine canadien.

NDP

Comme l'ACPPU le sait sans doute déjà, le Sénat a récemment fait échouer la mesure législative qui proposait d'amalgamer le Conseil de recherches en sciences humaines (CRSH) et le Conseil du Canada. Les Néo-Démocrates se sont opposés à cette législation, et s'y opposeront de nouveau si le gouvernement décide de la représenter.

Est-ce que vous seriez en faveur de redonner vie à l'ancien Comité permanent de la recherche, de la science et de la technologie de la Chambre des communes?

PC

Le Comité permanent sur l'Industrie, la Science, la Technologie et le Développement régional et du Nord s'occupe de questions portant sur la recherche, les sciences et la technologie. De plus, le Conseil consultatif national des sciences et de la technologie, constitué de représentants du milieu universitaire, du secteur privé et des syndicats, offre depuis 1984 des conseils au Premier ministre et au gouvernement au sujet de la politique en matière de soutien à la recherche.

NDP

Les Néo-Démocrates reconnaissent l'importance de l'ancien Comité de recherche, des sciences et de la technologie et prônent son rétablissement.

Funding university research

Liberals and NDP took pride in opposing the bill with the former stating they would not reintroduce it while the latter said they would oppose it again if it were reintroduced.

MPs and research

One of the first acts of parliamentary reform undertaken by the federal government following the 1988 federal election was to reorganize the committee structure of the Commons. The Standing Committee on Research, Science and Technology was eliminated, and in its place was created the Standing Committee on Industry, Science and Technology, and Regional and Northern Development.

With a much larger mandate this new committee has had less time to devote to research issues, and CAUT has been vocal in pointing out this problem to the government.

In response to CAUT's 1993 election questionnaire question about restoring the Committee on Research, Science and Technology the New

Democrats agree with CAUT that the committee should be restored. At the other end of the spectrum the Conservatives' response indicates they favour the status quo. The Liberals response is that parliamentary committee names and mandates will be determined through "consultations with the education community and others" after they win the next election.

Copyright

When the Conservatives came to power in 1984, they said they wished to revise Canada's copyright law because it had undergone few changes since the 1920s. They soon decided the revisions were so complex that the legislation had to be introduced in two parts. Phase I, which dealt mainly with the rights of creators was adopted by Parliament in 1988.

Since the last federal election, the federal government has promised repeatedly that Phase II of copyright legislation would be introduced in the near future. Phase II is to deal

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with the rights of teachers, researchers and libraries. As an association that represents both creators and consumers of intellectual property, CAUT has been involved since 1988 in two different consultation processes on copyright exemptions that are acceptable to both parties.

CAUT supports a compromise between creators and consumers that includes provisions allowing for single copies of periodical articles for research purposes, and the functioning of interlibrary loans. The association has also urged the government to include in Phase II provisions for the use of copyright material by the disabled. Such compromise proposals form the basis for CAUT's Election Questionnaire query on copyright cited below.

Just as they did in 1988, the three parties have responded to this question by stating that they support the introduction of Phase II of copyright legislation — without providing a specific timetable for such an introduction.

In the case of the Conservatives, their response demonstrates that they recognize the need for copyright exemptions for "special users of

copyright material, including non-profit educational institutions, libraries and archival institutions, as well as people with sensory disabilities." However, both the Liberals and the New Democrats respond that any possible copyright exemptions are to be determined.

Women and research

In his Dec. 2, 1992 economic statement the finance minister reduced grants and contributions to most organizations and interest groups — including the Canadian Research Institute for the Advancement of Women (CRIAOW) and the Canadian Congress on Learning Opportunities for Women (CCLOW) — by 10 per cent in both 1993-94 and 1994-95.

Last April's federal budget contained a further 15 per cent cut in 1995-96 and a 20 per cent to be implemented every year thereafter over a "reasonable period to give recipients time to adjust."

CAUT opposes these cuts in funding to CRIAOW and CCLOW because it sees these cuts as undermining federal government measures to increase the number of women

studying at the post-secondary level. Two examples of such measures are the Canada Scholarships Program and the Canadian Committee on Women in Engineering. Another example is Prime Minister Campbell's Aug. 16, 1993 announcement of the establishment of special opportunity grants under the Canada Student Loans Program to women in doctoral studies starting in 1994-95.

However, in their response to CAUT's 1993 Election Questionnaire the Conservatives indicate they consider federal funding for CRIAOW and CCLOW as being simply a question of "financial circumstances." As for the Liberals, they stated simply that funding for CRIAOW and CCLOW would be reviewed, in consultation with "all concerned, as part of the more open budgetary process set out in Liberal policies on parliamentary reform." On the other hand, the New Democrats respond that they would "stabilize" federal funding for CRIAOW and CCLOW because they think the federal funding cuts "put at risk advocates for some of the most disadvantaged in our society."

Would your party bring in phase II of the copyright legislation and would it do so within twelve months of the election? Would your party support exemptions in this legislation for (a) single copies of an article in a periodical for the purposes of technical, scientific, or scholarly research (an exemption which exists in British, American and Australian copyright law), (b) interlibrary loan, and (c) access for the disabled?

PC

The Progressive Conservative government's approach to copyright legislation takes into account the need to balance the rights of creators and the needs of users for easy access to copyright material.

We are committed to following through with the second stage of copyright revision which will involve changes to the exemptions for special users of copyright material, including non-profit educational institutions, libraries and archival institutions, as well as people with sensory disabilities.

NDP

New Democrats have repeatedly called upon the Tory government to bring in phase II of the copyright legislation. A New Democrat government would endeavour to bring in phase II of the legislation as soon as possible given legislative priorities. Possible exemptions would be examined at that time.

LIB

We are committed to the introduction of Phase II of copyright legislation; however, given the complexity of copyright issues and their far-reaching implications, we cannot guarantee the specific introduction time frame you suggest. We can assure you that this will be a significant priority of a Liberal government. Liberals appreciate the need to balance the rights of both creators and users and therefore the specifics of the legislation, including any possible exemptions, will be determined in cooperation with those affected.

Would your party maintain, increase or decrease the funding for the Canadian Research Institute for the Advancement of Women and the Canadian Congress on Learning Opportunities for Women?

PC

Funding levels for these organizations will depend on the financial circumstances of the federal government.

Starting in 1994-95, we will give special opportunity grants under the Canada Student Loans Program to women in doctoral studies.

NDP

New Democrats are fundamentally opposed to the serious cuts inflicted upon advocacy groups across the country. We opposed the reductions of 10 per cent in grants and contributions in the Dec. 2, 1992 economic statement and the announced further cuts in the Apr. 26, 1993 federal budget. These cuts put at risk advocates for some of the most disadvantaged in our society. As a consequence, these cuts are deeply unfair, especially when contrasted with the 100 per cent tax writeoff allowed to business for lobbying expenses. We would stabilize funding to both the Canadian Research Institute for the Advancement of Women and the Canadian Congress on Learning Opportunities for Women.

LIB

A Liberal government will review all federal program expenditures and decisions regarding funding for specific programs such as the Canadian Research Institute for the Advancement of Women and the Canadian Congress on Learning Opportunities for Women, in consultation with all concerned, as part of the more open budgetary process set out in Liberal policies on parliamentary reform.

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des Arts du Canada afin de renforcer le soutien aux oeuvres artistiques et intellectuelles de Canadiens.

L'ACPPU et d'autres organismes du milieu universitaire se sont toutefois opposés à la fusion. Au dépôt de la loi à la Chambre des communes, l'ACPPU a dénoncé l'absence de mesures permettant de hausser les crédits à la recherche ou d'améliorer les services à la clientèle du CRSH. L'association a également désapprouvé le fait que le gouvernement n'ait pas consulté d'universitaires au sujet de la fusion. L'ACPPU a mené une vigoureuse campagne de lobbying qui s'est soldée par la défaite du projet de loi au Sénat.

Peu de temps avant le rejet du projet de loi, l'ACPPU avait demandé aux chefs des partis de la Chambre des communes de répondre à une question sur la fusion du CRSH et du Conseil des arts.

D'après la réponse laconique des Conservateurs, ils sont encore irrités de cette défaite mais ne nient pas qu'ils récidiveront à l'avenir. D'autre part, les Libéraux et les Néo-démocrates sont fiers de s'être opposés au projet de loi. Les premiers ont déclaré qu'ils ne déposeraient pas le projet de nouveau et les seconds ont affirmé qu'ils s'y opposeraient encore s'il était présenté.

Les députés et la recherche

Après les élections de 1988, l'une des premières réformes du gouvernement a consisté à ré-aménager des comités de la Chambre des communes. Ainsi, le Comité permanent de la recherche, de la science et de la technologie a été supprimé et remplacé par le Comité permanent de l'industrie, de la science et de la technologie et du développement régional et du Nord.

Doté d'un mandat plus étendu, le nouveau comité avait moins de temps à consacrer aux questions relatives à la recherche. D'ailleurs, l'ACPPU s'est fait entendre pour souligner le problème au gouvernement.

À la question sur le rétablissement du Comité de la recherche, de la science et de la technologie du questionnaire de 1993 de l'ACPPU, les Néo-démocrates ont convenu avec l'ACPPU qu'il fallait le remettre sur pied. À l'autre extrémité, les Conservateurs ont répondu qu'ils favoriseraient le statu quo. Les Libéraux, quant à eux, ont répondu que le nom et le mandat des comités parlementaires seraient déterminés en consultation avec le milieu de l'éducation et d'autres groupes lorsqu'ils auront remporté les prochaines élections.

Droit d'auteur

À leur arrivée au pouvoir en 1984, les Conservateurs ont déclaré qu'ils souhaitaient réviser la Loi sur le droit d'auteur parce que peu de modifications y avaient été apportées depuis les années 1920. Ils ont vite décidé de présenter le projet de loi en deux parties parce que les révisions étaient trop complexes. Le Parlement a adopté en 1988 la partie I de la loi qui portait principalement sur les droits des créateurs.

Depuis les dernières élections fédérales, le gouvernement a promis à maintes reprises que la partie II de la loi sur le droit d'auteur serait bientôt présentée. La deuxième partie doit porter sur les droits des enseignants, des chercheurs et des bibliothécaires. En tant qu'association représentant tant les créateurs que les consommateurs de propriété intellectuelle, l'ACPPU participe depuis 1988 à deux différents processus de

consultation sur les exemptions de droit d'auteur acceptables aux deux parties.

L'ACPPU appuie un compromis entre les créateurs et les consommateurs comprenant des dispositions de reproduction en un exemplaire d'articles de périodiques à des fins de recherche et le fonctionnement de prêts entre bibliothèques. En outre, l'association a aussi fortement recommandé au gouvernement d'ajouter à la partie II des dispositions sur l'usage par les personnes handicapées de documents protégés par un droit d'auteur. Ces propositions de compromis constituent l'essentiel des questions de l'ACPPU sur le droit d'auteur pour les élections de 1993.

Tout comme en 1988, les trois partis ont répondu à la question en déclarant qu'ils appuyaient la présentation de la partie II du projet de loi sur le droit d'auteur, sans fournir d'échéancier précis.

Dans le cas des Conservateurs, leur réponse révèle qu'ils reconnaissent le besoin d'exemptions de droits d'auteur accordées «aux utilisateurs spéciaux, comme les établissements d'enseignement à but non lucratif, les bibliothèques, les archives et les personnes souffrant d'un handicap sensoriel». Toutefois, tant les Libéraux que les Néo-démocrates ont répondu qu'il faudra déterminer toutes les exemptions possibles.

Les femmes et la recherche

Dans sa déclaration sur l'économie du 2 décembre 1992, le ministre des Finances a réduit de 10 p. 100 en 1993-1993 et 1994-1995 les subventions et les contributions de la plupart des organismes et groupes d'intérêt, notamment l'Institut canadien de recherches sur les femmes (ICREF) et le Congrès

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canadien pour la promotion des études chez la femme (CCPEF).

Le budget fédéral d'avril dernier contenait une réduction supplémentaire de 15 p. 100 en 1995-1995 ainsi qu'une baisse de 20 p. 100 chaque année par la suite pendant une période raisonnable afin de donner aux bénéficiaires le temps de s'adapter.

L'ACPPU s'est opposée aux compressions touchant l'ICREF et le CCPEF. L'association estime que ces réductions sapent les mesures que le gouvernement fédéral avait prises pour augmenter le nombre d'étudiantes au niveau postsecondaire, entre autres la création du Programme Bourses Canada et du Comité canadien des femmes en ingénierie.

Toutefois, les Conservateurs ont répondu au questionnaire

de 1993 de l'ACPPU en déclarant qu'ils considéraient le financement de l'ICREF et du CCPEF par le fédéral comme une simple question de «finances». Quant aux Libéraux, ils ont simplement déclaré qu'ils examineraient de nouveau le financement de l'ICREF et du CCPEF en consultation avec toutes les parties intéressées.

Cette initiative s'inscrirait dans la procédure budgétaire plus ouverte énoncée dans les politiques des Libéraux sur la réforme parlementaire. Par contre, les Néo-démocrates ont répondu qu'ils stabiliseraient les crédits fédéraux pour l'ICREF et le CCPEF parce que, selon eux, les compressions du fédéral «menacent les groupes d'intervention au nom des personnes les plus défavorisées de notre société».

Est-ce que votre parti déposerait la partie II de la loi sur le droit d'auteur dans les douze mois suivant son élection? Est-ce que votre parti appuierait les exemptions que la loi prévoit pour la reproduction en un exemplaire d'un article de périodique aux fins de la recherche technique, scientifique ou créatrice (exemption prévue aux lois britanniques, américaines et australiennes sur le droit d'auteur), pour les prêts entre bibliothèques et pour l'accès aux personnes handicapées?

PC

Le gouvernement PC tient compte du fait que la législation sur le droit d'auteur doit respecter les droits des auteurs tout en facilitant l'accès du public aux documents protégés.

Nous nous sommes engagés à terminer la deuxième phase des modifications du droit d'auteur, qui consistera à changer les exemptions accordées aux utilisateurs spéciaux, comme les établissements d'enseignement à but non lucratif, les bibliothèques, les archives et les personnes souffrant d'un handicap sensoriel.

NPD

Les Néo-Démocrates ont maintes fois demandé au gouvernement conservateur de mettre en vigueur la Phase II de la Loi sur les droits d'auteur. Un gouvernement néo-démocrate ferait tout en son pouvoir pour mettre en oeuvre, dès que possible, la Phase II de cette législation, compte tenu des priorités législatives. Les exceptions possibles seraient étudiées à ce moment-là.

Est-ce que votre parti maintiendrait, augmenterait ou diminuerait le financement de l'Institut canadien de recherches sur les femmes et le Congrès canadien pour la promotion des études chez la femme?

PC

Les fonds versés à ces organismes dépendront des finances du gouvernement fédéral.

À compter de 1994-1995, nous accorderons des subventions spéciales en vertu du Programme canadien de prêts aux étudiants aux femmes qui sont inscrites au doctorat.

NPD

Les Néo-Démocrates sont fondamentalement opposés aux compressions sévères imposées au financement des groupes d'intervention dans tout le pays. Nous nous sommes opposés à la réduction de 10 p. 100 des subventions et contributions de la déclaration budgétaire du 2 décembre 1992 et celles annoncées dans le budget fédéral du 26 avril 1993. Ces compressions menacent les groupes d'intervention au nom des personnes les plus défavorisées de notre société. En conséquence, ces réductions budgétaires sont des plus injustes, surtout lorsqu'on les compare aux remboursements fiscaux de 100 p. 100 accordés aux entreprises pour leurs frais de lobbying. Nous devrions stabiliser le financement offert à l'Institut canadien de recherche sur les femmes (ICRF) et au Congrès canadien pour la promotion des études chez les femmes (CCPEF).

The Tories and pensions

Reform came late and not without a little help

In 1990, the Conservative government finally put forward a bill to implement general reforms of pensions. Since the legislation would have caused an unfavourable impact on university pension plans, CAUT presented its views to the House Finance Committee.

The report of that committee brought good news that responded to many of CAUT's concerns. In particular the five-year limit on pension credit during periods of leave was modified. Furthermore, the committee recommended incorporating into the legislation a provision for additional pension credit in cases of early retirement. These recommendations of the committee have been accepted by the department of finance.

Later better than never

The finance committee (and the department) at first showed little sympathy for another issue raised by CAUT — the fact that pension limits have been frozen since 1976. The government was promising to lift the freeze only in 1995, after which the limit would escalate in line with the average industrial wage.

Nevertheless, the maximum contribution limits were revised in the February 1992 budget for Money Purchase pension plans. This change of mind by the gov-

ernment is going to limit the adverse impact of that freeze.

Changes in RRSP

The long awaited pension reform of June 1990 saw the increases in the absolute dollars limits of contributions to registered retirement saving plans (RRSP). For example, in 1994 this ceiling is going to be \$14,500. On the other hand, after 1990, the 20 per cent limit was reduced to 18 per cent of earned income.

All these limits are reduced by a pension adjustment for those who are members of a registered pension plan. This pension adjustment calculation is part of an attempt to integrate more closely the pension benefits received under an employer-sponsored plan and an individual's RRSP.

To insure some equality, even individuals in a defined benefit pension which provides the maximum benefit will still have \$1,000 of RRSP room.

Beginning in 1991 the amount by which an individual's annual limit exceeds the amount actually contributed to an RRSP may be carried forward to increase an individual's annual limit for up to seven years.

Termination payments and amounts received as damages for wrongful dismissal are fully tax-

able in the year the amount is received. However, a portion thereof may be transferred by way of a lump-sum payment to an RRSP or a RPP as follows:

- i) \$2,000 for each year an individual was employed by the employer or a related party; plus
- ii) \$1,500 for each year of service prior to 1989 that the employer's contribution to an RPP had not vested at the time of retirement.

These transfers must be made either in the year the payment is received or within 60 days after the end of the year.

Also from Feb. 29, 1992 to Mar. 1, 1993, RRSP holders were allowed to borrow tax-free up to \$20,000 of existing funds from their RRSP to buy a principal place of residence before Oct. 1, 1993.

Clawback of old-age security

Another law affecting academics is the one which claws back old-age security pensions (totally or in parts) for those earning over \$50,000 (\$53,215 in 1992). CAUT and OCUPA presented briefs to the Senate committee studying this issue. For a while, the Senate refused to pass the legislation, but it was finally adopted in October of 1990. This law continues to affect many academics, reducing the income of our retirees.

Les conservateurs et les régimes de retraite

La réforme, enfin!

Rappelons qu'en 1990, le gouvernement conservateur a finalement présenté une loi qui réformait de façon importante les régimes de retraite. Tel que présentée au départ, cette loi créait de nombreux problèmes aux professeurs d'université. L'ACPPU a fait connaître ses doléances au Comité des finances de la Chambre. Le rapport du Comité a répondu favorablement à nombre des préoccupations de l'ACPPU. En particulier, le plafond de cinq ans imposé au crédit de pension pendant les périodes de congé a été modifié. En outre, le comité a recommandé d'intégrer à la loi une disposition pour un crédit de pension supplémentaire dans les cas de retraite anticipée. Ces recommandations du Comité ont été acceptées par le ministère des Finances.

Mieux vaut tard que jamais

Par ailleurs, le Comité des finances (et le ministère) s'est montré peu sympathique à une autre question soulevée par l'ACPPU, à savoir, le gel depuis 1976 du plafond des régimes de pension en vertu de la Loi de l'impôt sur le revenu. Le gouvernement promettait de ne lever le gel qu'en 1995. Par la suite, le plafond serait haussé proportionnellement au salaire industriel moyen. Cependant, les limites d'un régime de retraite à cotisations déterminées («money purchases») ont été révisées lors du budget de février 1992. Ce changement d'orientation du gouvernement va limiter les

effets pervers de ce gel.

Changements aux REER

La réforme tant attendue de juin 1990 a permis une augmentation des limites en dollars des cotisations à un Régime enregistré d'épargne-retraite (REER). Par exemple, en 1994 cette limite sera de 14 500 \$. D'un autre côté, la limite de 20 p. 100 fut réduite à 18 p. 100 du revenu gagné. Toutes ces limites sont réduites par un «facteur d'équivalence» dans le cas des participants à un Régime de pension agréé. Le calcul de ce facteur d'équivalence s'inscrit dans une tentative d'intégrer les bénéfices d'une pension souscrite par un employeur et le REER d'un particulier.

Afin d'assurer une certaine égalité, même les personnes qui participent à un régime à prestations définies qui ont droit au maximum des prestations pourront souscrire jusqu'à 1 000 \$ dans un REER.

À compter de 1991, la somme admissible qui dépasse la somme réellement cotisée à un REER par un particulier peut être reportée afin d'augmenter la limite annuelle d'un particulier pour l'avenir jusqu'à concurrence de sept ans.

Les indemnités de cessation d'emploi et les sommes reçues en dommages-intérêts pour renvoi injustifié sont pleinement imposables l'année où elles sont reçues. Cependant, une partie peut être versée à titre de paiement forfaitaire à un REER

ou à un RPA comme suit:

- i) 2 000 \$ pour chaque année d'emploi du contribuable auprès de son employeur ou un groupe apparenté; plus
- ii) 1 500 \$ pour chaque année d'emploi antérieure à 1989 pour laquelle la cotisation de l'employeur à son RPA n'était pas acquise («vested») lors de la retraite.

Ces virements doivent être faits l'année de réception de la somme ou dans les 60 jours après la fin de l'année.

De plus, du 29 février 1992 au 1er mars 1993, les détenteurs de REER avaient le loisir d'emprunter sans être imposé jusqu'à 20 000 \$ des fonds mêmes de leur REER pour acheter une résidence principale avant le 1er octobre 1993.

Mauvaise nouvelle pour nos retraités

Une autre loi affectant les universitaires est celle qui récupère (en tout ou en parties) les pensions de sécurité de la vieillesse pour les personnes gagnant plus de 50 000 \$ (\$53 215 en 1992). L'ACPPU et l'Union des associations de professeurs d'université de l'Ontario ont présenté des mémoires au comité du Sénat étudiant la question. Pendant un certain temps le Sénat a refusé d'adopter la loi qui a finalement été adoptée au mois d'octobre 1990. Cette loi continue de toucher plusieurs universitaires, provoquant un appauvrissement de nos retraités.

Tories draw mixed reviews on women's issues

The deficit and other economic concerns put promises such as expanded child care on the back burner

In spite of the hard work of Mary Collins, the minister responsible for the Status of Women in the last Mulroney government and her department, many of the women's issues that were on the books during the 1988 federal election are still around — still looking for solutions, still looking for effective action, still looking for results.

Child care

In the year before the last

election, the federal government committed itself to establishing a national child care strategy and increasing the number of subsidized child care spaces in Canada by 300,000. Although criticized for not going far enough to remedy the critical difficulties faced by Canadian parents, the proposed program was a step forward.

It signalled the government's concern and support for those

struggling to gain or maintain a position in the work force while providing high-quality, affordable care for their children.

In fact, however, the concern of the federal government with the national debt and other economic problems meant the Conservatives decided to spend taxpayers' dollars elsewhere. The child care plan was withdrawn in mid-term, and

the waiting lists for many of Canada's child care centres continue to be over a year long, with or without a subsidy.

The situation is most difficult for single parents. In 1991, out of 954,705 "lone parent" families, 786,470 (82 per cent) were headed by women. For them, there is little choice between working and poverty. Without an adequate child care program that provides high quality

and flexible arrangements, neither employment equity nor educational equity can be achieved.

Women and engineering

Significant work was undertaken by the Canadian Committee on Women and Engineering, which published its report in 1992. Established during the aftermath of the

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The federal government funds five chairs of women's studies in Canada. Would your party consider increasing this number?
PC

The level of federal support for our program of funding academic chairs must take into account the financial ability of the federal government.

NDP

New Democrats remain open to all opportunities for the advancement of women in our post-secondary education system, and invite ideas from all stakeholders to advance this end.

LIB

Yes, we will be discussing this issue with the Granting Councils, universities, women, and educational organizations.

Child care is especially important for graduate students and new academic staff in the universities. What is the policy of your party on the federal role in child care?
PC

We could not afford to go ahead with our plan to double the number of subsidized child care spaces across Canada under the 1987 National Child Care Strategy. But we remain committed to quality care for Canadian children. One of our key goals is to ensure they are better educated, better protected and better nurtured.

Even though we couldn't afford the spaces, we have put in place the tax measures and the Child Care Initiatives Fund announced as part of the National Child Care Strategy. In fact, we now direct more than \$1 billion a year to child care, and spend \$15 billion a year on programs for children and their families.

Since 1984, we have more than doubled the Child Care Expense deduction for pre-school and special-needs children.

Our new Child Tax Benefit provides up to an additional \$213 for children under seven, if child care is not claimed.

Under the Canada Assistance Plan, we continue to share day care spending with the provinces for low-income families. We provide dependant care allowances for people on federally sponsored training programs.

Through the Child Care Initiatives Fund, \$100 million is being spent over seven years to support research into ways of developing improved child care services.

NDP

New Democrats are committed to introducing a national child care program. We would double the number of available child care spaces available to parents over the course of the next Parliament. Growth would be targeted to the non-profit sector. This would result in approximately 600,000 spaces and 70,000 full-time jobs.

The federal government would assume 40 per cent of the cost of this program (\$1.5 billion per year fully implemented). Provincial and territorial governments will be asked to match this sum. The federal government would negotiate a top up to its contributions for the "have not" provinces. Parents would be asked to assume 20 per cent of the cost through parental fees assessed on a sliding scale according to income: \$750 million.

Provincial and territorial governments would administer the system in partnership with child care professionals. Aboriginal people would be able to convey their traditions and values to their children through the program.

LIB

The Liberal Party believes that the most important challenge facing the country today is to get Canadians back to work: back to work in satisfying, well-paid jobs. By keeping Canadians out of the job market, the Conservatives have caused great damage to the economic and social fabric of Canada. They have destroyed an essential element of life in society: the feeling of belonging to a community. Canadians must have the means to participate in a productive economy which provides well-paying jobs and new opportunities. Liberals believe that education and training are the building blocks of this productive and innovative economy. A Liberal government will invest in Canadians and take steps to put people back to work now.

Child care touches many issues. The growing overlap between work life and family life means that employers need to understand the stress faced by their employees as they attempt to balance work and family responsibilities. For women, child care is an issue of economic equality. For lone parents, the majority of whom are women, access to affordable, high-quality child care can provide a way out of the poverty trap. High quality child care means giving our children a good start in life.

Liberals recognize the need for more and better child care for Canadian families. The economic and social indicators provide compelling evidence of the need to take action on child care in the 1990s.

Commentaires contradictoires sur la politique des Conservateurs en matière de condition féminine

Le déficit et d'autres préoccupations économiques prennent la place de projets tels que les programmes de garde d'enfants

En dépit du travail acharné de Mary Collins, ministre responsable de la condition féminine du gouvernement Mulroney, et de son ministère, la plupart des questions liées à la condition féminine, inscrites au programme des élections fédérales de 1988, n'ont toujours pas été réglées — elles attendent des solutions, des mesures efficaces et des résultats.

Services de garde

L'année précédant les dernières élections, le gouvernement fédéral avait promis d'élaborer une stratégie nationale sur la garde d'enfants et de subventionner 300 000 places de plus dans les garderies. Bien qu'il ait été critiqué parce qu'il ne permettait pas de résoudre les problèmes auxquels font face les parents canadiens, ce programme constituait un pas dans la bonne direction.

Il montrait la volonté du gouvernement d'aider les parents qui, pour accéder au marché du travail ou pour y rester, ont besoin de services de garde d'enfants de qualité, à des prix raisonnables.

Toutefois, la dette nationale et les problèmes économiques ont incité le gouvernement conservateur à dépenser l'argent des contribuables dans d'autres secteurs. Il a retiré le programme de garde d'enfants à mi-mandat. Il faut attendre encore plus d'un an pour obtenir une place dans un centre de garde d'enfants canadien, que cette place soit subventionnée ou non.

Les familles monoparentales sont celles qui éprouvent le plus de difficultés. En 1991, sur les 954 705 familles monoparentales, 786 470, soit 82 p. 100, étaient dirigées par des femmes. Ces dernières n'ont guère le choix entre travail et pauvreté. Tant que nous ne disposerons pas de programmes de garde d'enfants adéquats offrant aux parents des services flexibles et de haute qualité, nous ne pourrions obtenir l'équité en matière d'emploi et d'éducation.

Les femmes et l'ingénierie

Le Comité canadien des femmes en ingénierie a entrepris une importante étude et a publié son rapport en 1992. Entreprise suite au massacre à l'École polytechnique, l'étude visait à trouver des moyens

d'encourager plus de femmes à opter pour les sciences et le génie à l'université. Les recommandations touchaient tous les secteurs d'enseignement et s'échelonnaient sur plusieurs années.

Il est trop tôt pour déterminer les résultats concrets des travaux du comité. Une conférence complémentaire aura lieu en 1995 afin d'évaluer les progrès réalisés depuis 1992.

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Le gouvernement fédéral subventionne cinq chaires d'études des femmes au Canada. Est-ce que votre parti songerait à en augmenter le nombre?
PC

La participation fédérale au financement des chaires universitaires doit tenir compte des finances du gouvernement.

NDP

Les Néo-Démocrates sont déterminés à donner aux femmes l'accès aux possibilités d'avancement dans les universités et collèges. Ils demandent de plus à tous les intervenants du milieu de faire avancer cette cause.

Les services de garde à l'enfance sont particulièrement importants pour les étudiantes diplômées et les nouvelles professeures d'université. Quelle est la politique de votre parti sur le rôle du fédéral dans les services de garde?
PC

Nous n'avions pas les moyens de mettre en oeuvre le plan, établi en 1987 dans le cadre de la Stratégie nationale sur la garde d'enfants, visant à doubler le nombre d'espaces de garde subventionnés d'un bout à l'autre du Canada. Cependant, nous cherchons toujours à offrir des services de garde de qualité aux enfants canadiens. L'un de nos objectifs principaux consiste à promouvoir l'éducation et la protection de nos jeunes ainsi qu'à améliorer les soins qui leur sont dispensés.

Si notre plan pour doubler les espaces de garde s'est avéré trop cher, nous avons toutefois instauré des mesures fiscales et créé la Caisse d'aide aux projets en matière de garde des enfants, prévue dans la Stratégie. En fait, nous versons maintenant plus d'un milliard de dollars par année aux garderies et consacrons 15 milliards par année aux programmes destinés à aider les enfants et leurs familles.

Depuis 1984, nous avons plus que doublé la déduction pour frais de garde d'enfant accordée pour les enfants d'âge préscolaire et pour ceux qui ont des besoins spéciaux.

De plus, la nouvelle prestation fiscale pour enfants permet aux contribuables qui ne déclarent pas leurs frais de garde d'obtenir 213 \$ de plus par enfant de moins de sept ans.

En vertu du Régime d'assistance publique du Canada, nous continuons à partager avec les provinces le coût d'offrir des services de garde d'enfant aux familles à faible revenu. Nous offrons également aux participants à des programmes de formation appuyés par le gouvernement des allocations pour les personnes à charge.

Grâce à la Caisse d'aide aux projets en matière de garde des enfants, nous verserons 100 millions de dollars en sept ans pour améliorer les services de garde d'enfant.

NDP

Les Néo-Démocrates sont déterminés à mettre en place un programme national de garderie. Nous doublerons le nombre de places disponibles au cours de la prochaine législature. Nous miserons sur l'expansion des garderies à but non lucratif. Ces mesures permettraient de rendre disponibles 600 000 places et offrirait de l'emploi à temps plein à 70 000 personnes.

Le gouvernement fédéral assumerait 40 p. 100 des coûts du programme (1,5 milliard de dollars annuellement une fois le programme en place). Nous demanderions aux gouvernements provinciaux et territoriaux d'injecter une somme équivalente. Le gouvernement fédéral négocierait des mesures de compensation avec les provinces les plus pauvres. Les parents couvriraient 20 p. 100 des coûts par le biais de frais établis en fonction d'une échelle mobile assortie à leur revenu annuel, ce qui injecterait 750 millions de dollars de plus dans le programme.

Les gouvernements provinciaux et territoriaux administreraient le programme de concert avec les professionnels du milieu. En outre, le programme permettrait aux Autochtones de transmettre leurs traditions et valeurs à leurs enfants.

Tories draw mixed reviews continued from page 14

massacres at École Polytechnique, the intent of the study was to devise ways and means of encouraging more women to study science and engineering at university. The recommendations were aimed at all education sectors and spanned a number of years.

It is too early to tell what the concrete results of the work of the committee will be — a follow-up conference will be held in May 1995 to conduct an assessment of the progress made since 1992.

Scholarship

In the same vein, the federal government also created the Canada Scholarships Program and 50 per cent of its grants have been designated for women entering the fields of mathematics, science and engineering. Other scholarship programs and fellowships, such as the NRC Summer Fellowship Program, have been established to encourage the participation of women in these traditionally male-dominated fields. This does seem like a step in the right direction.

Employment equity

In 1985, with the passage of the Employment Equity Act, the federal government made an attempt to rectify Canada's poor record in employing and promoting people from marginalized groups. In early 1992, the act was reviewed by a special committee of the House of Commons.

In the spring of that year, the committee put forward several recommendations as a result of the review, including the suggestion that a task force be established to devise a strategy for employment equity. None of the recommendations have since been implemented and no changes to the legislation have yet been made.

The Federal Contractors Program, introduced in 1986, provides a mechanism for the monitoring of progress in the

area of employment equity. Like the Employment Equity Act, the program is meant to promote employment equity, or, more specifically the hiring of women, the physically challenged and other designated groups.

However, other than requiring a report from those institutions certified under the program, there is no mechanism for enforcing employers to be more equitable in their hiring practices. It affects only those institutions that obtain contracts of at least \$200,000 from the federal government, and because of this limit does not cover all employers in the post-secondary sector.

An indication of its performance is that it currently affects only 30 universities, though the list does include many of the major institutions. The number covered has only grown by three in the last three years.

Both the NDP and the Liberals have raised concerns about the effectiveness of these efforts to eliminate barriers to the employment of designated groups, stressing that an enforcement mechanism for non-compliance is essential.

With the recession, comes the threat and the fact of layoffs, some of which have been recently legislated by governments. It is the established, and reasonable practice that those hired last are fired first. How does this jibe with recent efforts to hire more people from the designated minorities?

It seems the benefits of employment equity legislation, if achieved at all, will be short-lived. The remedy clearly consists in economic policies that will bring the recession to an end, and terminate the economic pressure behind the layoffs.

Violence in society

Progress has been made with regards to the study of violence in Canadian society. As suggested by CAUT, centres for

the study of violence against women and family violence have been established at five institutions across the country.

In addition, the federal government has provided funds through the Department of Health and Welfare to combat violence against women. In 1991, the Panel on Violence Against Women was appointed amidst controversy over the appointment procedures. The Panel's final report, which includes more than 560 recommendations, was released late this summer. It remains to be seen whether the commission's recommendations on violence will suffer the same fate as those on employment equity.

New reproductive technologies

Another federal commission that operated with a cloud over it is the Royal Commission on

New Reproductive Technologies. Established in October 1989, to examine current and potential medical and scientific developments related to the new reproductive technologies, this commission has now had three extensions to table its final report. It has been noted by some that the most recent delay will prevent the report from being scrutinized during an election campaign.

The commission has been criticized by the Social Science Federation for the manner in which research contracts were awarded, and it has also been criticized by a number of women's groups, among others.

The commission, which is estimated to have cost more than \$25 million, is now due to report to the federal govern-

ment on Nov. 15, 1993.

But has the federal government been robbing Patricia to pay Paula? Under Monique Landry, while the Secretary of State Women's Program was made permanent, funding was also cut by approximately \$2.5 million since 1988-89, in spite of protests from groups across the country. These cuts are balanced, in dollar terms, by the creation of multi-million dollar task forces.

There is fear that the recommendations of the various federal commissions and study groups will never be implemented. Perhaps the next government will now focus on the numerous community and education groups which would be able to actually implement the recommendations and take effective action.

Commentaires contradictoires suite de la page 14

Bourses

Dans la même ligne de pensée, le Programme Bourses Canada du gouvernement fédéral accorde la moitié de ses bourses à des femmes qui s'inscrivent dans les domaines des mathématiques, des sciences et du génie. D'autres programmes de bourses d'étude et de recherche, comme le Programme d'étudiants d'été du CNR, ont été mis sur pied pour encourager les femmes à se lancer dans des domaines traditionnellement réservés aux hommes. Tous ces programmes constituent un pas dans la bonne direction.

Équité en matière d'emploi

En 1985, en adoptant la Loi sur l'équité en matière d'emploi, le gouvernement fédéral a tenté d'améliorer son dossier en favorisant une plus grande représentation des membres de groupes marginalisés au sein de la main-d'œuvre canadienne. Au début de 1992, le Loi a été revue par un comité spécial de la Chambre des communes.

Au printemps de la même année, le comité a formulé plusieurs recommandations, concernant notamment la mise sur pied d'un groupe de travail pour élaborer une stratégie sur l'équité en matière d'emploi. Aucune des recommandations n'a été mise en oeuvre depuis l'étude et la Loi n'a pas été modifiée.

Le Programme de contrats fédéraux, en place depuis 1986, permet de mesurer les progrès réalisés dans le domaine de l'équité en matière d'emploi. Comme la Loi sur l'équité en matière d'emploi, il vise à promouvoir l'équité dans ce domaine, en particulier l'embauchage de femmes, de personnes ayant une déficience physique et de personnes d'autres groupes désignés.

Toutefois, en dehors du fait que les établissements visés doivent soumettre un rapport, il n'existe aucune mesure pour forcer les employeurs à adopter une politique d'embauche plus équitable. Le programme ne touche que les établissements contractant des marchés d'au moins 200 000 \$ avec le gouvernement fédéral et, pour cette raison, ne couvre pas tous les employeurs du

secteur de l'enseignement postsecondaire.

Ainsi, il ne touche actuellement que 30 universités, parmi lesquelles on compte néanmoins la plupart des grands établissements. Au cours des trois dernières années, le nombre des établissements participants n'a augmenté que de trois.

Les Néo-démocrates et les Libéraux doutent de l'efficacité des mesures prises pour éliminer les barrières discriminatoires envers les groupes désignés; ils soulignent qu'un mécanisme d'application est nécessaire pour obliger les établissements à s'y conformer.

Avec la récession, on a dû faire face à la possibilité et à la réalité des mises à pied, dont certaines ont été récemment légiférées par des gouvernements. Il est acquis que les derniers embauchés sont les premiers congédiés. Cette pratique, bien que raisonnable, risque d'annuler tous les efforts déployés pour favoriser l'embauche des personnes de minorités désignées.

Il semble que les avantages de la législation sur l'équité en matière d'emploi, si avantages il y a, seront de courte durée. Il est clair que des mesures

économiques devront être prises pour mettre fin à la récession et soulager les pressions économiques forçant les mises à pied.

La violence dans la société

Des progrès ont été réalisés en ce qui concerne les études sur la violence dans la société canadienne. Tel que l'ACPPU l'avait recommandé, cinq établissements au pays ont mis sur pied des centres d'étude sur la violence faite aux femmes et en milieu familial.

En outre, le gouvernement fédéral a débloqué des fonds pour le ministère de la Santé et du Bien-être social pour combattre la violence faite aux femmes. En 1991, un comité national a été mis sur pied pour étudier la violence faite aux femmes, suscitant une polémique sur la procédure de nomination. Le comité vient tout juste de présenter son rapport, qui contient plus de 560 recommandations. Reste à voir si celles-ci subiront le même sort que les mesures sur l'équité en matière d'emploi.

Les technologies de reproduction

La Commission royale sur les nouvelles techniques de reproduction est un autre organisme fédéral qui a subi

suite à la page 16

What would your party do to increase the number of women studying science and engineering at the university level?

PC

We actively encourage women to study science and engineering at university.

The report of the Canadian Committee on Women in Engineering, released in 1992, contains 29 recommendations directed at primary and secondary schools, universities, educators, employers and professional associations of engineers. We are now at work encouraging universities and industry to adopt the recommendations.

We invested \$106 million in the Canada Scholarships Program from 1992-93 to 1995-96. Through this program, we award scholarships to encourage students to study science at university. Roughly half have gone to women.

We created the Canadian Committee on Women in Engineering to increase the number of women engineers and the number of women students in this field.

Starting in 1994-95, we will give special opportunity grants under the Canada Student Loans Program to women in doctoral studies.

NDP

New Democrats believe that programs should be developed at all levels of education to encourage young women to acquire prerequisites in math and sciences. The question would be a priority for the National Council on Continuous Learning.

LIB

Liberals understand that Canada's success in developing a sustainable and more innovative economy will depend upon our ability as a country to ensure that our human resources are second to none. This includes greater investment in opportunities for women working in the science and engineering. We will work with the universities and private sector and others to develop a comprehensive strategy to increase the number of women studying science and engineering at the university level.

Qu'est-ce que ferait votre parti pour augmenter le nombre d'étudiantes en science et en génie à l'université?

PC

Nous encourageons activement les femmes à étudier les sciences et le génie à l'université.

Le rapport du Comité canadien des femmes en génie, rendu public en 1992, propose 29 recommandations visant les écoles primaires et secondaires, les universités, les enseignants, les employeurs et les corporations d'ingénieurs. Nous poursuivons nos efforts pour persuader les universités et les industriels de les adopter.

Nous avons investi 106 millions de dollars dans le Programme Bourses Canada pour la période allant de 1992-1993 à 1995-1996. Grâce au Programme, nous décernons des bourses pour encourager les gens à étudier les sciences à l'université. À peu près la moitié de ces bourses ont été données à des femmes.

Enfin, nous avons mis sur pied le Comité canadien des femmes en génie pour augmenter le nombre d'ingénieries et d'étudiantes dans ce domaine.

À compter de 1994-1995, nous accorderons des subventions spéciales en vertu du Programme canadien de prêts aux étudiants aux femmes qui sont inscrites au doctorat.

NDP

Les Néo-Démocrates croient que des programmes devraient être mis en place à tous les niveaux scolaires afin d'inciter les jeunes femmes à remplir les conditions académiques préalables en maths et en sciences leur permettant de poursuivre des études dans ces domaines. Cette question devrait être une des priorités du Conseil national d'éducation permanente.

Commentaires contradictaires suite de la page 15

des ratés. Mise sur pied en 1989, la Commission avait pour mission d'examiner les progrès possibles en médecine et en sciences quant aux nouvelles technologies de reproduction. La Commission a obtenu jusqu'à trois prolongations, dont la dernière permettra, selon certains, d'éviter que le rapport soit étudié minutieusement en période électorale.

La Fédération canadienne des sciences sociales ainsi que plusieurs groupes, notamment un certain nombre de groupes féministes, ont critiqué la façon dont la Commission avait accordé ses contrats de recherche.

La Commission, qui a coûté plus de 25 millions de dollars, doit remettre son rapport au gouvernement fédéral le 15 novembre 1993.

On se demande si le gouvernement fédéral a vidé une poche pour en remplir l'autre. Lorsque le Programme de promotion de la femme du Secrétariat d'État a été rendu permanent, sous la gouverne de Monique Landry, le financement a également été réduit d'environ 2,5 millions de dollars depuis 1988-1989, et cela, en dépit des protestations de divers groupes partout au pays. Cette réduction a été compensée financièrement par la mise sur pied de groupes de travail, au coût de plusieurs millions de dollars.

On craint que les recommandations formulées par les diverses commissions fédérales et les groupes d'étude ne soient jamais mises en œuvre. Le prochain gouvernement se penchera peut-être sur les nombreux groupes et collectivités qui seraient en mesure de mettre en œuvre les recommandations et de prendre des mesures efficaces.

CALL FOR NOMINATIONS TO THE STATUS OF WOMEN COMMITTEE

Nominations are sought for election to fill a vacancy in the Status of Women Committee. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. The election will take place at the CAUT Council meeting in Ottawa in October, 1993.

Term of Office

The term of office is for the balance of a term ending in May 1996.

Nomination Procedure

Nominations should be sent to: Professor Robert Kerr, Person Chaining, Elections and Resolutions Committee, CAUT, Suite 308, 294 Albert Street, Ottawa, Ontario K1P 6E6.

They should include:

A letter of nomination; a brief statement of why the nominator feels the nominee is qualified to serve; the agreement of the nominee to serve if elected; a completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT).

Nomination deadline: September 23, 1993

Description of Position

Committee Members

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated.

SOLICITATION DE CANDIDATURES AU COMITÉ DU STATUT DE LA FEMME

Nous sollicitons des candidatures pour combler une vacance au Comité du statut de la femme de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidates ou candidats qualifiés des associations locales et provinciales. L'élection se tiendra à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en octobre 1993.

Mandat

Le mandat poursuit l'un des mandats prenant fin en mai 1996.

Méthode de mise en candidature

Il faut envoyer les candidatures à: M. Robert Kerr, Président, Comité des élections et résolutions, ACPPU, Bureau 308, 294, rue Albert, Ottawa (Ontario) K1P 6E6.

Les pièces suivantes doivent accompagner les mises en candidature:

Une lettre de mise en candidature; une brève déclaration expliquant pourquoi la personne qui présente le(a) candidat(e) estime qu'il ou elle possède les qualités voulues; l'accord du (de la) candidat(e) de siéger s'il (ou si elle) est élu(e); une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs et de professeurs de l'ACPPU.

Date limite des mises en candidature: le 23 septembre 1993

Description du poste

Les membres des comités

Les candidats et candidates à des postes aux comités permanents doivent posséder une expérience considérable dans le champ de responsabilité du comité pour lequel leur candidature est proposée.

Le gouvernement fédéral a adopté une loi qui exige des entreprises passant des contrats avec le fédéral de créer des règles d'embauche équitables. Est-ce que votre parti considère cette loi comme efficace? Si oui, pourquoi? Si non, quelles améliorations apporteriez-vous?

PC

Oui, nous croyons que le Programme de contrats fédéraux est efficace. Cependant, il ne constitue qu'une seule des mesures que nous avons prises pour supprimer les politiques et les pratiques discriminatoires et encourager la représentation équitable des salariés sur le marché du travail.

La Loi sur l'équité en matière d'emploi vise à redresser la discrimination généralisée qui fait du tort depuis longtemps aux femmes, aux personnes handicapées, aux autochtones et aux minorités visibles. Elle exige que tous les employeurs fédéraux qui ont plus de 100 employés et toutes les sociétés d'État repèrent et éliminent les pratiques d'embauche discriminatoires et prennent des mesures pour s'assurer que les groupes cibles soient équitablement représentés dans leur milieu de travail. De plus, les employeurs sont tenus de produire chaque année des rapports sur les progrès réalisés à ce chapitre et de les rendre publics.

Nous cherchons aussi à établir la parité salariale dans l'ensemble de la fonction publique. En 1990, nous avons versé plus de 37 millions de dollars en paiements forfaitaires rétroactifs à 73 400 de nos employés, et ce grâce à une étude commencée en mars 1985. Il nous reste à verser des paiements

totalisant 81 millions de dollars.

Enfin, nous avons versé des fonds supplémentaires pour l'application des dispositions de la Loi canadienne sur les droits de la personne portant sur la parité salariale.

NDP

Les Néo-Démocrates croient que les efforts actuels déployés par le fédéral pour instaurer l'équité en milieu de travail sont insuffisants. La Loi fédérale sur l'équité en matière d'emploi n'a pas permis d'améliorer la situation des femmes, des Autochtones, des minorités raciales ni des handicapés. Les Néo-Démocrates renforceraient cette loi en prenant les mesures suivantes:

- 1) soumettre tous les employeurs embauchant 15 employés ou plus aux dispositions de la loi;
- 2) exiger des soumissionnaires aux contrats fédéraux de 50 000 dollars et plus qu'ils signent une attestation de conformité aux principes de la loi;
- 3) faire participer à part entière les syndicats et les organismes de défense des droits des employés à l'équité en milieu de travail;
- 4) ajouter une déclaration claire à la législation à l'effet que l'équité au travail ne signifie pas l'affaiblissement des normes mais l'élimination des entraves;
- 5) autoriser la Commission canadienne des droits de la personne de se servir de rapports statistiques annuels afin de rendre exécutoires les dispositions relatives à l'équité salariale de la Loi canadienne sur les droits de la personne.

The federal government has passed legislation which requires contractors in the federal sphere to establish certain guidelines in relation to hiring. Does your party consider this legislation effective? If so, why? If not, what would you do to change it?

PC

We believe the Federal Contractors Program is effective. However, it is just one aspect of the actions we have taken to remove discriminatory policies and practices and foster fair representation in the labour market.

The Employment Equity Act aims to redress historic and systemic discrimination against women, people with disabilities, Aboriginal Canadians, and members of visible minorities. It requires all federally regulated employers with more than 100 employees, as well as Crown corporations, to identify and eliminate discriminatory employment practices, and to take measures to ensure target groups are fairly represented in the workplace. Moreover, employers must make public annual progress reports.

We are also addressing the issue of pay equity within the federal Public Service. In 1990, as a result of a study undertaken in March 1985, we paid more than \$317 million in retroactive lump-sum pay to 73,400 of our employees. Ongoing payments worth \$81 million are still being made.

As well, we provided additional resources to enforce equal pay provisions of the *Canadian Human Rights Act*.

NDP

New Democrats believe that current federal efforts regarding equity in the workplace are inadequate. Progress for women, aboriginal people, people of colour and people with disabilities has been glacial under the federal Employment Equity Act. New Democrats would strengthen the federal Employment Equity Act through the following measures: 1) extend coverage of the act to all employers with 15 or more employees; 2) require all contractors bidding on federal contracts of \$50,000 or more to sign a certificate of compliance with the principles of employment equity; 3) consider trade unions and employee organizations full partners in employment equity; 4) include a clear statement that employment equity does not mean reduced standards but the elimination of barriers; 5) authorize the Canadian Human Rights Commission to use annual statistical reports as evidence for enforcing pay equity provisions of the Human Rights Act.

LIB

The primary purpose of the Employment Equity Act, passed in 1986, was to eliminate systemic barriers to employment faced by women, Aboriginal people, persons with disabilities, and visible minorities. The Act covers approximately 370 federally-regulated employers and Crown corporations with 100 or more employees. The federal public service is not covered by the Act.

The Federal Contractors' Program requires that companies of at least 100 employees that are tendering contracts in excess of \$200,000 must agree to implement certain employment equity measures. This Program currently affects approximately 880 companies with a combined workforce of approximately 891,000 employees.

In May 1992, an all-party special committee of MPs reviewing the Employment Equity Act issued its report, *A Matter of Fairness*. Liberal members of the committee, MPs Mary Clancy and John Nunziata, issued a Minority Report — *Not Fair*

Enough — as they were unable to endorse fully the report of the majority Conservative members of the committee. The NDP members also released a minority report.

The Liberal Report addressed three major areas of concern in the Employment Equity Act: *Coverage*, the *Canadian Human Rights Commission*, and *Sanctions*. Underlying these concerns is the position of the Liberal Party that we fully support the principle of employment equity and we believe that the Employment Equity Act should be guided by the premise that anyone employed by, receiving a grant from, or doing business with, the federal government or any of its boards, agencies, or commissions, must be subject to the Act.

1) *Coverage*: The Liberal Party cannot support a law that excludes the majority of the Canadian workforce from legislation rooted in the fundamental principles of social justice and fairness. The Act currently excludes more employees than it includes. Only 5 per cent of the employed workforce is protected by the Act whereas 57 per cent of the labour force are members of designated groups. Our recommendation is that the scope of the Act be expanded to include all federally-regulated businesses with fifteen or more employees. Employers with fewer than 75 employees, however, should be allowed to follow a simplified reporting system.

With respect to the Federal Contractors Program, the Liberal Party recommends that it be expanded to incorporate any company with 15 or more employees and that the contract threshold be reduced from \$200,000 to \$100,000. We also agree with the majority report that federal contractors should be required to comply with the principles of employment equity as specified in the Employment Equity Act.

Liberals urged the government six years ago to include the federal public service in the Employment Equity Act. The majority report makes this recommendation. In addition, amendments to legislation governing the public service were passed in November 1992. Liberal MP Marlene Catterall was successful in obtaining all-party approval for an amendment to the Financial Administration Act that provides that Treasury Board shall, in consultation with the bargaining units representing public service employees, implement an employment equity plan. The requirements follow the provisions of the Employment Equity Act.

2) *The Canadian Human Rights Commission*: The Liberal minority report recommends that the HRC be given the authority to investigate on their own initiative cases involving a possible breach of the Employment Equity Act.

3) *Sanctions*: Liberals agree with critics of the Employment Equity Act that the Act has no teeth. While we support the majority report's recommendation that the sanction which permits fines for failure to report be expanded to all sections of the Act, we believe that the sanction itself must be strengthened from a maximum fine of \$50,000 to a three-tiered penalty system. First-time offenders should be subject to a fine of up to \$50,000; second-time offenders would face a maximum penalty of \$250,000; and third-time offenders would be fined up to \$1,000,000.

As the authors of the Liberal Minority Report concluded, "we cannot state too strongly that in order for employment equity legislation to be effective it must extend to as many individuals and businesses as possible. There must be mandatory goals and timetables, and significant sanctions where compliance is not forthcoming."

Gun control and the election

Will the politicians ban private handguns?

13 August 1993

I am pleased to give you an update on the petition Concordia University has been circulating, addressed to the Parliament of Canada, advocating the ban on private ownership of handguns in Canada. We chose this goal for the petition because it is immediate, specific, unequivocal and achievable.

Our efforts over the past few months have been focused on a letter writing campaign to a wide range of community, health, medical, labour, social, educational, law enforcement and political institutions and organizations, asking for their endorsement and assistance in support of the Concordia petition. This has resulted in the signatures of well over one hundred fifty thousand Canadians to date and we anticipate a resurgence of activity as the school year starts again at the end of the summer.

In addition to these signatures and the early endorsement of the CAUT and the Association of Universities and Colleges of Canada, the petition enjoys the support of the Canada Safety Council, the Canadian Bar Association, the Montréal Urban Community Police, the Public Service Alliance of Canada, the major-

ity of Canadian universities and almost one hundred other Canadian institutions, including churches, hospitals, schools, unions, cultural and other associations.

Another part of our campaign has been to raise awareness of the petition and gun control as a political issue, especially appropriate given the upcoming federal election campaign. Dr. Patrick Kenniff, Rector and Vice-Chancellor, has written to the leaders of the five major federal political parties, all of the Tory leadership candidates and all of the provincial Premiers and Attorneys General. On the premise that the risks to society associated with possession of handguns far outweigh any potential benefits or enjoyment deriving from their possession, he asked these leaders whether or not they supported the petition. Beyond this simple question Dr. Kenniff also asked where these political leaders stood on general gun control issues such as: extending the list of prohibited firearms to ban all assault weapons; toughening the screening process for firearms acquisition; registration of all firearms without exception; and placing controls on the sale of ammunition. Few have yet given their views.

Federally, the only supportive response came unsolicited

months ago from Mel Hurtig, Leader of the National Party of Canada. Former Tory leadership aspirant and current head of the Treasury Board Jim Edwards said that Bill C-17, the most recent gun control legislation, was a balance of needs and rights and that to go further would abrogate the property rights of citizens. Another former Tory leadership candidate and current Prime Minister of Canada Kim Campbell had her office acknowledge the letter without expressing her views and passed it on to Minister of Justice and Attorney General Pierre Blais for response. The offices of Opposition Leader and Leader of the Liberal Party Jean Chrétien and of Reform Party Leader Preston Manning acknowledged the letters without expressing an opinion.

Responses from the provinces varied. Prince Edward Island Minister of Provincial Affairs and Attorney General Walter A. McEwen responded on behalf of Premier Calbeck in support of the circulation of the petition and in favour of tighter overall gun control. Ontario Premier Bob Rae also expressed support for more stringent gun control. Others replied without giving their own views or acknowledged and forwarded the issue to

their Attorneys General to deal with.

Another facet of the campaign has been our approach to hundreds of journals, daily and weekly, asking that they print the petition and a letter from Dr. Kenniff requesting help circulating the petition. *The Toronto Sun* published the petition at a very minimal cost and *Montréal's Le Devoir* and *La Presse* published the petition at no charge. *Montréal's The Gazette* covered the costs of publication and has published several columns and editorials in support of the position taken in the petition and of gun control in general. Many other smaller journals across our country have assisted in a similar way.

Our campaign will continue until after the upcoming Federal election so that we may present the petition to the next government. As part of our effort to promote this petition and to make gun control an issue in the campaign leading up to the election, we are planning a coordinated national event to bring attention to this endeavour. On Saturday, 2 October, and Sunday, 3 October 1993, we are asking that all of the organizations to which we have written encourage their members, whether staff, students, professionals, volunteers or managers, to

take the petition out into their neighbourhoods and give their friends and neighbours a chance to sign. We have also asked that organisations contact other institutions with which they are associated and ask them to participate as well. As these two days approach we will be in contact with the media to promote the event and focus the attention of the politicians upon this issue.

In closing, I would like to say that most proponents of more stringent gun control are not opposed to gun ownership in general, but are in favour of controls to limit the potential damage of the presence of firearms in society. We have a special responsibility as members of educational institutions to act in a constructive manner to make our society a wiser, better and safer place. We hope for the continuing help of CAUT members in promoting the Concordia handgun petition, in sending a strong message about gun control to our aspiring leaders and in demanding that politicians take a stand on these important issues during the upcoming federal election campaign.

Hugh Wm. Brodie
Assistant to the Rector
Office of the Rector
and Vice-Chancellor
Concordia University

Le contrôle des armes à feu et les élections: les politiciens vont-ils interdire les armes de poing personnelles?

Le 13 août 1993

Il me fait plaisir de vous mettre à jour au sujet de la pétition à l'intention du Parlement du Canada que l'Université Concordia fait circuler. Cette pétition vise à interdire la possession d'armes de poing personnelles au Canada. Nous avons choisi cet objectif parce qu'il est immédiat, précis, sans équivoque et réalisable.

Au cours des derniers mois, nous avons concentré nos efforts sur une campagne postale auprès d'un éventail d'institutions et d'organismes communautaires, politiques, sociaux, pédagogiques, médicaux, syndicaux, de la santé et chargés de l'exécution de la loi. Nous leur avons demandé d'appuyer la pétition de Concordia et d'aider à la faire circuler. À ce jour, plus de cent cinquante mille Canadiens ont signé la pétition et nous prévoyons un second souffle lorsque les cours reprendront à la fin de l'été.

Outre ces signatures et l'appui que l'ACPPU et l'Association canadienne des universités et collèges du Canada avaient déjà donné, la pétition a reçu le soutien du Conseil canadien de la sécurité, de l'Association du Barreau canadien, de la Police de la Communauté urbaine de Montréal, de l'Alliance de la Fonction publique du Canada, de la majorité des universités canadiennes et de près de cent institutions canadiennes, dont

des églises, des hôpitaux, des écoles, des syndicats, des associations culturelles et autres.

Notre campagne a également servi à faire connaître l'existence de la pétition et à faire du contrôle des armes une question politique, ce qui arrive à point nommé étant donné l'imminence d'une campagne électorale fédérale. M. Patrick Kenniff, recteur et vice-chancelier, a écrit aux chefs des cinq principaux partis politiques fédéraux, à tous les candidats à la direction du Parti conservateur ainsi qu'à tous les premiers ministres et à tous les procureurs généraux provinciaux. En partant du principe que la possession d'armes de poing constitue un risque beaucoup plus grand pour la société que les avantages possibles ou le plaisir de les posséder, il a demandé à ces dirigeants s'ils appuyaient ou non la pétition. Au-delà de cette simple question, il leur a également demandé quelle était leur position sur diverses questions relatives au contrôle des armes: ajouter à la liste des armes à feu interdites toutes les armes offensives; resserrer les règlements régissant l'acquisition des armes à feu; enregistrer toutes les armes à feu sans exception et contrôler la vente de munitions. Peu d'entre eux ont fait part de leur point de vue.

À l'échelle fédérale, Mel Hurtig, chef du Parti national du Canada, est le seul qui ait répondu, il y a de cela plusieurs mois, sans avoir été sollicité.

L'ancien candidat à la direction des Conservateurs et actuellement président du Conseil du Trésor, Jim Edwards, a déclaré que le projet de loi 17, la loi la plus récente sur le contrôle des armes, équilibrait les besoins et les droits. Selon lui, en allant plus loin, on abolirait les droits de propriété des citoyens. Kim Campbell, une autre candidate à la direction des Conservateurs et l'actuelle première ministre du Canada, a demandé à son bureau d'accuser réception de la lettre sans faire part de son opinion. Elle a confié au ministre de la Justice et Procureur général, Pierre Blais, le soin d'y répondre. Les bureaux du chef de l'opposition et du Parti libéral, Jean Chrétien, et du chef du Reform Party, Preston Manning, ont accusé réception de la lettre sans émettre d'opinion.

Les réponses des provinces varient. Le ministre des affaires provinciales et procureur général de l'Île-du-Prince-Édouard, Walter A. McEwen, a répondu au nom du premier ministre Calbeck. Il a appuyé la diffusion de la pétition et est en faveur d'un contrôle général et plus sévère des armes. Le premier ministre de l'Ontario, Bob Rae, a également déclaré qu'il appuyait un contrôle plus strict des armes. D'autres premiers ministres ont répondu sans donner leur avis ou ont accusé réception de la lettre et l'ont transmise à leur procureur général pour qu'il s'en occupe.

Nous nous sommes aussi

adressés à des centaines de journaux, quotidiens et hebdomadaires, afin qu'ils publient la pétition accompagnée d'une lettre de M. Kenniff demandant de l'aide pour la faire circuler. *The Toronto Sun* a publié la pétition à un coût très minime tandis que les quotidiens *La Presse* et *Le Devoir* de Montréal l'ont publiée sans frais. Le journal *The Gazette* de Montréal a assumé les frais de publication et a publié plusieurs articles et éditoriaux appuyant la position prise par les pétitionnaires et le contrôle des armes en général. De nombreux journaux moins importants d'un océan à l'autre ont également prêté leur concours.

Notre campagne se poursuivra après les prochaines élections fédérales pour pouvoir présenter la pétition au nouveau gouvernement. Dans le cadre de la promotion de la pétition et de nos efforts pour faire du contrôle des armes un enjeu de la campagne électorale, nous sommes en train d'organiser un événement national visant à attirer l'attention sur la question. En effet, nous demandons à toutes les organisations à qui nous avons écrit d'inviter leurs membres, qu'ils soient employés, étudiants, professionnels, bénévoles ou gestionnaires, à faire circuler la pétition dans leur quartier le samedi 2 octobre et le dimanche 3 octobre pour que leurs amis et voisins aient la chance de la signer. Nous avons

en outre demandé à ces organisations qu'elles communiquent avec d'autres institutions avec lesquelles elles sont associées pour solliciter leur participation. À l'approche de ces deux journées, nous pressentirons les médias pour mousser l'événement et attirer l'attention des politiciens sur la question.

En conclusion, j'aimerais ajouter que la plupart des tenants d'un contrôle plus strict des armes ne s'opposent pas à la possession d'armes en général. Ils sont plutôt en faveur d'un contrôle qui limiterait les dommages potentiels des armes à feu dans la société. En tant que membres d'établissements d'enseignement, nous sommes investis de la responsabilité particulière d'agir de manière constructive pour que notre société soit meilleure, plus sage et plus sûre. Nous souhaitons que les membres de l'ACPPU continuent d'aider à promouvoir la pétition de l'Université Concordia, à envoyer un message ferme aux aspirants premiers ministres au sujet du contrôle des armes et à exiger que les politiciens prennent position sur ces importantes questions pendant la prochaine campagne électorale.

Hugh Wm. Brodie
adjoint du recteur
bureau du recteur et
du vice-chancelier
Université Concordia

Major parties reveal surprising agreement on student issues

On student issues the 1993 CAUT election questionnaire uncovered a surprising degree of unanimity among Canada's three main political parties. In terms of general principles Conservatives, Liberals and New Democrats agree on the need to increase the aboriginal and international student enrolments at our universities.

The three parties also agree the federal government should consider some form of income contingency repayment plan to assist post-secondary students finance their education.

Where the parties disagree is on the goals and means to reform the Canada Student Loans Program (CSLP). Furthermore, in comparing their 1993 responses with their responses to the CAUT 1988 election questionnaire one finds more cautious responses being made by the opposition parties, and a tendency on the part of the governing Conservatives to repeat past promises almost verbatim — even when events since the last federal election have rendered such promises obsolete.

CSLP reform

All three political parties believe the Canada Student Loans Program, which operates in much the same manner as when it was created in 1964, must be reformed. But the 1993 election questionnaire shows they differ on the means and the reasons why that reform should take place.

In seeking to change the

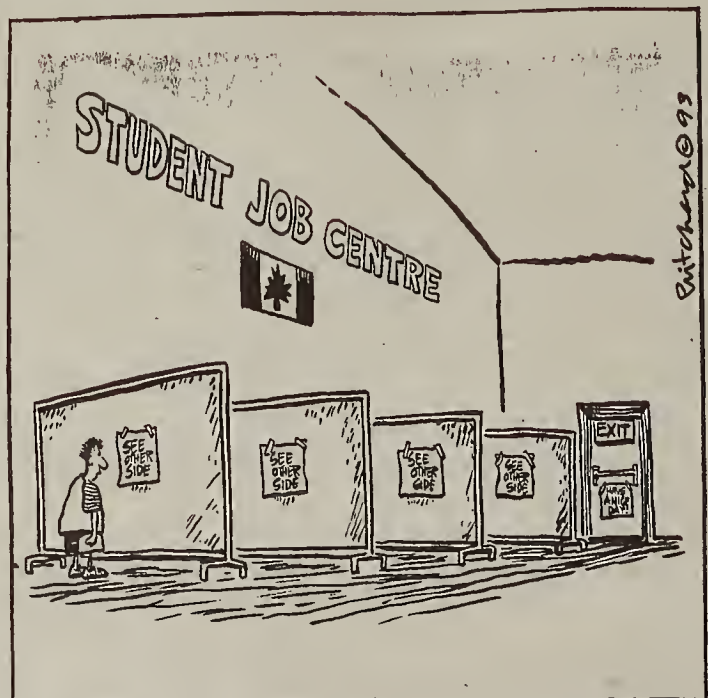
CSLP the Conservatives are motivated to reduce program default costs through "better targeting" of aid to particular student groups, so as to ease fiscal demands on the federal government's coffers. This would be done through the expansion of interest relief, changing needs assessment, and the establishment of a national "deferred grants" program for needy students.

The Conservatives also cite the government's recent elimination of the three per cent administrative fee on Canada Student Loans established in 1991 as another aspect of CSLP reform.

Yet these proposals — for which many details must still be worked out — do not tell the whole story. On Aug. 1, 1993 the government announced the elimination of the six-month interest-free period for CSL repayment immediately following graduation. CSLP administrators estimate this could end up costing students anywhere from \$5 million to \$10 million in 1993-94.

This Conservative approach reflects the party's response to CAUT's 1988 election questionnaire query on the introduction of CSLP modifications to control the "growing debt load of Canadian students."

At that time the Tories committed themselves simply to the "rapid implementation of administrative and legislative reforms to the Canada Student Loans Program" so as to bring



it "in line with the present needs of students."

For the NDP, CSLP reform is necessary so that "all students who need access to Canada Student Loans will have that access." They cite raising the weekly \$105 CSL limit and restoring the six-month interest-free period as two means to increase access. By comparison, in 1988 the party promised an NDP government would "study the possibility of moving to a system based more on grants and less on loans" and to negotiate with the provinces to "improve their record of diverting funds from bursary to loan programs."

As for the Liberals, they state they favour CSLP reform to "address the general issues of accessibility and university funding" in areas such as cost-of-living criteria, loan administration fees, interest relief, and loan defaults. In 1988 the Liberals promised to cooperate with the provinces in introducing "reforms to the current federal-provincial funding arrangements for post-secondary education, including changes to the existing support programs which directly affect the economic situation facing post-secondary education students and their families."

They also promised to establish a new scholarship program for secondary school students going to university or college.

Income contingency repayment

The new election questionnaire shows that all three parties consider income contingency repayment as one possibility for change in federal financial assistance to post-secondary students. For the Conservatives and the Liberals, income contingency

is not inconsistent with previous party positions on student aid reform.

However willingness to consider income contingency is new for the NDP — even with the qualifying statement that such willingness depends on tuition increase limits. This becomes obvious when one reads the New Democrat response on student aid reform for CAUT's 1988 election questionnaire. At that time the NDP stated they would be prepared to "study the possibility of moving to a system based more on grants and less on loans."

International students

This time around all three parties agree on the need to encourage international students to study in Canada. Yet what is truly striking about their responses is how they compare with answers given in the 1988 questionnaire.

As in 1988, the Conservatives cited federal measures such as the reduction of employment restrictions for international students and

their spouses as examples of how they have promoted international student enrolment. And just as in 1988 the Conservatives stated that there would be no imposition of visa fees on international students.

Yet as of Apr. 1, 1993 Immigration Canada started charging each international student wishing to study in Canada a \$100 student authorization fee — a 25 per cent increase over the \$75 fee that was first imposed after the last federal election.

In their response to the current election questionnaire the Liberals stressed cooperation with other governments and the education community to "determine possible changes to the federal government's role vis-à-vis foreign students and the number of international students in Canada."

Yet even these well-meaning sentiments sound vague in comparison with the Liberals' 1988 response. At that time they promised to increase "Canada's development assistance program, including

continued on next page

What is the policy of your party in relation to the presence of international students in Canadian universities and would your party make any changes in the way the federal government exercises its responsibilities within its constitutional jurisdiction in this area? Do you favour the recommendation in the Prosperity Initiative report for the doubling of the number of international students in Canada?

PC

We are committed to encouraging international students to come to Canada, and to achieving this through cooperation with the provinces, interest groups and the private sector.

For example, we have announced that student visa fees will not be imposed, and have eased employment restrictions for international students and their spouses wishing to work in Canada. In addition, we have increased the number of CIDA-assisted students and trainees.

International students represent many benefits, including: trade promotion, direct contributions to the economy, assistance in conducting advanced research, enriching the Canadian system of post-secondary education, and the achievement of our foreign policy objectives.

NDP

New Democrats recognize that the presence of international students greatly enhances the educational environment in Canadian post-secondary institutions.

Although international students from many countries are not discouraged from coming to Canada by differential fees for visiting students, we are concerned that other international students from poorer countries are excluded by such fees. We believe that the federal government, in cooperation with the provinces, should examine ways by which differential fees can be minimized. We also support the establishment of a special fund by the Department of External Affairs to provide tuition scholarships for students in economic need from poorer countries.

We believe that policy on international students is a subject that should be examined by our proposed National Council on Continuous Learning.

LIB

We will work with other governments and the education community to determine possible changes to the federal government's role vis-à-vis foreign students and the number of international students in Canada. It is crucial that there be cooperative approaches in these issues.

Is your party in favour of an income contingency repayment plan for student loans?

PC

Our recently announced reforms to the Canada Student Loans Program (see above) include measures to address the needs of low-income borrowers, such as interest relief and deferred grants for those most in need, and special opportunity grants for students with special needs.

NDP

New Democrats are examining a variety of options for the repayment of student loans which would ease the burden on students. We consider all options with the views of the stakeholders of post-secondary education in mind. Our willingness to consider income contingent loan repayment would depend on limits on tuition increases.

LIB

We will consider all suggestions regarding the reform of the Canada Student Loan Plan.

increasing scholarships for foreign students, and entering into discussions with the provinces and the education community to determine what changes are necessary to areas of policy including federal support for students and post-secondary institutions, immigration, and multi-culturalism."

As for the New Democrats, they would seek to cooperate with the provinces to "minimize" differential tuition fees for international students. By comparison, in 1988 they supported the "reduction or elimination" of differential fees for such students.

Aboriginal students

One of the few federal programs that has been successful in improving the socio-economic situation of Canada's aboriginal peoples is the provision of financial assistance to aboriginal post-secondary students.

Since 1974-75, annual federal expenditures in this field have grown from about \$3 million to about \$194 million in 1991-92. This change is primarily the result of the growth in aboriginal post-secondary student enrolment from 2,500 students

in 1974-75 to about 22,000 students in 1991-92, including both full-time and part-time students.

CAUT's 1993 election questionnaire found that, while all three parties agree on the need to increase the accessibility of post-secondary education for aboriginal students, there is disagreement about the means to achieve that goal. And as with some of the other questions, a comparison of the parties' 1993 responses with their 1988 responses reveals some interesting contrasts that demonstrate the opposition parties' growing caution in outlining their positions on student issues.

The Conservative response to the CAUT question on aboriginal students follows the same format as their 1988 answer — namely a statement of support for increased aboriginal accessibility to post-secondary education accompanied by an up-to-date summary of federal spending in this policy field. Since the federal government is opposed to the recognition of aboriginal access to post-secondary education as a treaty right, no mention is made of this by the

Tories in either response.

By contrast the 1993 Liberal response is mainly an attack on the Conservative government's restriction of eligibility criteria and capping of total funding of the Post Secondary Student Assistance Program for aboriginal students. It provides no specifics on what a Liberal government would do differently to improve aboriginal accessibility to post-secondary education.

However, in 1988 the Liberals promised to include the "discussion of reforms to the current system of public sector support to Canada's post-secondary education system, especially as it affects minorities and economically disadvantaged Canadians, as a priority item in the next round of federal and provincial discussions on post-secondary education."

As for post-secondary education as a treaty right, the Liberals do not mention this in either their 1988 or 1993 answers.

The New Democrats state in their response to the 1993 questionnaire that aboriginal students must have "equal access to post-secondary education in Canada." New Democrats would seek to achieve this by restructuring the Pathways to Success program and through discussion of new ways to assist aboriginals in gaining access to post-secondary education.

Unlike the party's response in 1988, there is no repetition of the NDP's recognition of post-secondary education as a treaty right for all status native people. Nor is there a reiteration of the 1988 party statement of the need to take "special measures" to promote post-secondary education accessibility for Métis and Non-Status Indians.

CAUT and students

CAUT sees a continuing need for the federal government to provide financial assistance for post-secondary students. From the inception of the CSLP in 1964 to July 31, 1990, about 1.9 million full-time students negotiated loans of \$6.3 billion under this program.

The annual amount of guaranteed loans to students has increased by over \$100 million from 1984 to 1991. Such an increase should not be surprising, given that in 1991 the total cost for one year at a Canadian university ranged from \$7,381 to \$10,588.

Any CSLP reforms adopted after the federal election must address the question of accumulated debt load because it discourages prospective students who are academically qualified but who do not have cash in hand. The most recent federal statistics show that in 1989-90 50 per cent of CSL recipients had debt loads of up to \$5,000, 28 per cent had debt loads between \$5,000 and \$10,000, and 22 per cent had debt loads of more than \$10,000.

In order to propose solutions to these problems, CAUT adopted in 1986 a Policy on Student Fees and Student Aid. The policy is based on the

principle that "every student with the necessary talent and interest must be guaranteed access to a quality post-secondary education" and that post-secondary education should be funded through the general tax system.

The policy rejects any income contingency repayment schemes for the provision of financial assistance to students.

As for those financial aid problems faced by international and aboriginal students, CAUT is working with other interested groups to end differential fees and the student authorization fee for international students. It also wants to put an end to limits in financial assistance for aboriginal students by encouraging the federal government to stop capping this funding.

Does your party favour reform of the Canada Student Loans Plan and, if so, what changes would you bring in?

PC

Over the next four years, the reform of the Canada Student Loans Program announced by Prime Minister Kim Campbell on August 16, 1993, will provide in excess of \$4 billion in assistance — an increase of \$1 billion from the previous four-year period.

Starting in 1994-95, we will:

- Raise loan limits to \$5,100 a year from \$3,500 for full-time students, and to \$4,000 from \$2,500 for part-time students;

- Provide flexibility for students with disabilities and students in special circumstances, such as single parents and mature students;

- Set up a national program of deferred grants for students most in need, to help keep debtloads at a reasonable level. The aid will be linked to the timely and successful completion of studies;

- Expand interest relief to low-income borrowers;

- Give special opportunity grants to students with disabilities, students "at risk," and women pursuing doctoral studies; and

- Update the assessment method to better target aid to students in need, make sure students are treated equitably regardless of where they live or go to school, and ease the financial burden on low- to middle-income families.

Beginning in 1994-95, a new financing arrangement will be put in place, subject to passage of legislation and conclusion of lender contracts, that will reduce default costs. The onus will be on lenders to recover loans. The new way of financing will be fair to both borrowers and lenders, and will mean lower costs to taxpayers.

We will work to harmonize, with the provinces, the way need is assessed and met by both levels of government. This will improve service to students and result in cost-effective program delivery.

In July 1993, we announced the elimination of the 3 per cent guarantee fee on Canada Student Loans for the 1993-94 academic year.

NDP

New Democrats believe that all students who need access to Canada student loans should have that access. We completely opposed recent attempts by the Tories to introduce "shared risk" for student loans under Bill C-76 and thereby erode the full federal government guarantee. A New Democrat government would:

- 1) ensure that loans to students are backed by a full federal government guarantee;

- 2) examine new ways of repayment of loans which would ease the burden on students to minimize the risk of default;

- 3) restore the six month interest free period on student loans after graduation;

- 4) eliminate the three per cent surtax on student loans;

- 5) raise the weekly loan limit.

An important problem which should be addressed within the larger problem of student loans is the way in which the current structure of tuition, loans and subsidized training reinforces the pattern of low-income students entering shorter and cheaper programs with lower long term income prospects. The New Democrat Youth Task Force proposed a Youth Opportunities Program to address this problem. This program would enable young Canadians to earn a set amount for two years during which they would be able to choose between job training, entrepreneur, life skills training, or post-secondary education. It would lower income students to pursue careers with higher long term income prospects because the subsidy would be the same for all training and education programs.

LIB

Yes, we favour reforming the Canada Student Loans Program. These reforms should address the general issues of accessibility and university funding and the particular concerns of cost-of-living criteria, loan administration fees, interest relief, and loan defaults.

What measures would your party take to increase accessibility to post-secondary education for First Nations' students?

PC

First Nations view education, including post-secondary education, as a top priority. It is a top priority for us, too. Only education will help overcome the social and economic problems faced by Natives. We are committed to supporting post-secondary education for Native students as a vital aspect of the development of Native leadership and self-government.

We have more than tripled funding for Aboriginal post-secondary education — from \$56.2 million in 1984 to almost \$202 million last year. By 1995-96, we will have spent \$1.18 billion over five years.

In 1993-94, the federal budget for Aboriginal post-secondary education will total \$213 million. This is an increase of \$12 million, or about six per cent, over last year — proof of our strong support for better education and more job opportunities for Native peoples. What's more, First Nations themselves manage 87 per cent of the budget of this generous program.

Through the Student Assistance Program, we help Indians and Inuit gain access to post-secondary education. They graduate with the skills needed to meet the challenges of a modern career. In 1991, over 21,300 students benefitted.

NDP

New Democrats believe that aboriginal students must have equal access to post-secondary education in Canada. Just as we are committed to improved opportunities for training for aboriginal Canadians through restructuring the Pathways to Success program, we are open to working with aboriginal students to formulate new ways to assist them in gaining access to post-secondary education.

LIB

Post-secondary education assistance for aboriginal students was first introduced by a Liberal government in the late 1960s as a deliberate strategy to close the gap between native and non-native education. The post-secondary program continued to meet the growing demand for higher education until 1987, when the Conservative government restricted the criteria and capped the program. We have heard from many aboriginal communities who have had to put their eligible students on waiting lists because of the cap on the budget. Yet the current government is more than willing to support many of these potential students with welfare payments, which in some cases exceed the cost of sending them to school.

We do not believe that this makes good economic sense, particularly when an aboriginal graduate of university or college returns the cost of that education to the Canadian economy many times over during his or her life. Mr. Chrétien stated recently that Liberals will lead a government "that does not put a cap on knowledge, but instead ensures that there will be greater [aboriginal] participation in our educational institutions."

Tories' record on culture has Campbell twisting

It should have surprised no one that Kim Campbell was prompt to appear wrapped in what was made to look like a new Tory cultural policy soon after her accession.

The record of the Mulroney government on culture was certainly dispiriting. From the Free Trade Agreement with the U.S. to the abortive attempt to merge the Canada Council and SSHRCC Ms. Campbell's predecessor had shown little interest in a coherent cultural policy.

She quickly realized that it is not difficult for politicians to sound good when they talk about Canadian culture at election time. The test is in what they have actually done and not what they say they will do.

One of the things the Mulroney government did was to slash spending in cultural areas. The amounts were often not large, compared with say state-of-the-art attack helicopters, but they were gouged out of budgets that are themselves relatively small.

As far as the Canada Council is concerned, reductions in funding have persisted throughout the years since the

1988 election. A major reduction in the budget for 1988/89 was followed by a modest increase in 1989/90, which was promptly cancelled out by a reduction of similar size in 1990/91. Both 1991/92 and 1992/93 saw further reductions. The National Library has also suffered from major cuts in its budget. In 1986-87 the budget in real terms (constant dollars) was reduced by more than eight per cent over 1984-85. There were also two successive years of cuts in real terms, namely 1988-89 and 1990-91. The 1992-93 budget of \$45.5 million has been reduced to \$43.5 million in 1993-94.

The opposition parties claim they would do better. The NDP's election platform assails the Tory record. It commits the NDP to "reasonable support for the arts and culture," opposition to patronage in board and agency appointments and the promotion of "Canadian publishing, film making and other artistic endeavour." Among its specific proposals, the NDP would withdraw from the U.S./Canada Free Trade Agreement and would rescind the 1993 budget cuts.

The failed attempt to merge the Canada Council and the Social Sciences and Humanities Research Council was another indication of the Tories' policy vacuum in this area. The academic and arts communities joined in opposition to this proposal, researchers because they feared that this was an attempt to draw support away from their interests, the artists because they saw the move as

a reverse takeover of the Canada Council by SSHRC.

Government members had no idea why this was being done. One of their supporters spoke of a synergy between the arts and the humanities. This there may be, but it doesn't square with Ms. Campbell's view. Her restructured government has the two councils reporting to different ministers.

The impact of free trade on

Canadian cultural industries has been much discussed. Shortly before the election was announced, the *Ottawa Citizen* reported that, after two years' delay, the government had responded to its request for documents related to the free trade negotiations. Of the 1,400 pages deemed relevant the government withheld all but 86.

Among those now under continued on page 21

Campbell et les Conservateurs font piètre figure dans le domaine de la culture

Il n'était pas étonnant que, peu après son élection à la tête du parti, Kim Campbell ait laissé entendre que les Conservateurs avaient adopté une nouvelle politique en matière de culture.

Sous la gouverne de M. Mulroney, le gouvernement faisait piètre figure dans ce domaine. De l'Accord du libre-échange entre le Canada et les États-Unis à la vaine tentative de fusionner le Conseil des arts du Canada et le Conseil de recherches en sciences humaines du Canada (CRSH), les prédécesseurs de Mme Campbell ont montré peu d'intérêt à l'égard d'une politique cohérente en matière de culture.

Mme Campbell a vite compris qu'en période électorale, les personnalités politiques peuvent facilement faire bonne figure lorsqu'elles parlent de la culture canadienne. Cboisira-t-on ce qu'elles ont fait ou ce qu'elles promettent?

Le gouvernement Mulroney avait décidé de réduire les dépenses dans les domaines culturels. Il ne s'agissait pourtant pas de sommes énormes si on les compare aux coûts des hélicoptères tactiques de haute technologie, mais elles ont été extirpées de budgets déjà relativement minces.

En ce qui concerne le Conseil des arts du Canada, le financement est systématiquement réduit depuis les élections de 1988. L'importante réduction imposée au budget de 1988-1989 a été suivie par une modeste augmentation en 1989-1990, augmentation rapidement annulée par une réduction correspondante en 1990-1991.

D'autres compressions ont été effectuées en 1991-1992 et en 1992-1993. Le budget de la Bibliothèque nationale a aussi subi des coupes sèches. En 1986-1987, le budget en termes réels (dollars constants) a été réduit de plus de 8 p. 100 par rapport à 1984-1985. De plus, pendant deux années consécutives, soit 1988-1989 et 1990-1991, le budget a subi des compressions en termes réels. Le budget de 1992-1993, de l'ordre de 45,5 millions de dollars, a été réduit à 43,5 millions de dollars en 1993-1994.

Les partis de l'Opposition affirment qu'ils feront mieux. Dans leur programme électoral, les Néo-démocrates s'attaquent au dossier des Conservateurs. Ils s'engagent à

appuyer raisonnablement les arts et la culture, à s'opposer au patronage dans les nominations à des conseils et des organismes et à promouvoir l'édition, la production de films et d'autres initiatives artistiques canadiennes. Parmi les propositions précises, le NDP retirerait le Canada de l'Accord de libre-échange entre le Canada et les États-Unis et annulerait les réductions budgétaires imposées en 1993.

La vaine tentative de fusion entre le Conseil des arts du Canada et le CRSH est également un exemple manifeste du vide politique des Conservateurs dans ce domaine. Les mondes de l'enseignement et des arts se sont unis afin de s'opposer à

cette proposition; les chercheurs craignent qu'il ne s'agisse d'une tentative d'éliminer le soutien à leurs intérêts, et les artistes voyaient ce mouvement comme une prise de contrôle du Conseil des arts du Canada par le CRSH.

Les membres du gouvernement n'avaient aucune idée du pourquoi de cette fusion. L'un de ses représentants a parlé d'une synergie entre les arts et les sciences humaines. Ce pourrait être le cas, mais cela ne concorde pas avec la vision de Mme Campbell. Dans le cadre de sa réorganisation, les deux conseils relèvent de deux ministres différents.

On a beaucoup plus parlé suite à la page 21

Would your party abolish the GST on books? On all periodicals? And on the \$5 import charge on books valued at \$20 or more?

PC

The GST, which replaced the former Federal Sales Tax (FST), was designed to apply to a wide range of goods and services. This keeps the rate down, and makes the tax easy to administer — unlike the FST, which had tens of thousands of exemptions and a 13.5 per cent rate for most manufactured goods.

Many groups have asked that specific exemptions, such as reading materials, be added to the limited number of goods and services that are not presently taxed. On its own, each proposal may have some merit, and would only have a small impact on revenues and complexity. However, it would be very hard to provide special treatment to one sector, while denying it to others.

The FST did not apply directly to books and other reading materials. However, it applied to almost all of the inputs used in book publishing and distribution, including paper, presses and delivery trucks. Book publishers and sellers could not get rebates of the FST paid on those items, so these added costs were hidden in the price of their products and passed on to consumers. Therefore, the GST has not had as big an impact on book prices as some people claim.

Before bringing in the GST, we made sure it did not jeopardize literacy and learning. For example, it does not apply to tuition fees charged by universities and colleges for credit courses. As well, libraries, schools, universities and colleges get substantial rebates of the GST paid on their purchases, including books. Because of these credits, the burden on those institutions is no more than it was under the FST.

In addition, low- and modest-income Canadians, including college and university students, receive tax credits that offset the GST's impact.

The \$5 customs handling fee, meanwhile, applies to all mail orders. It should be remembered that the fee is levied on the entire value of an individual mail order. It would be difficult to draw a distinction between mail orders containing books and those containing other goods.

NDP

New Democrats believe that the GST is an unfair and regressive tax, and we are committed to eliminating it during the course of the next Parliament. Books and other reading materials would be one of the first items from which a New Democrat government would remove the GST.

LIB

A Liberal government will eliminate the GST. During the first session of a new Parliament, a Liberal government will mandate the Standing Committee of the House of Commons to consult individual Canadians, the private sector, provincial governments, and all other concerned parties. The Committee will be asked to report within twelve months on all the viable options to the current GST. The objectives are to replace the GST with a system that will generate equivalent revenues, be easier for small businesses to administer, and promotes federal-provincial cooperation without contributing to the underground economy.

Est-ce que votre parti abolirait la TPS sur les livres? sur tous les périodiques? la taxe de 5 \$ sur les livres importés de plus de 20 \$?

PC

La TPS, qui a remplacé l'ancienne taxe de vente fédérale (TVF), s'applique à toute une gamme de produits et services, ce qui permet de la maintenir à un niveau peu élevé et la rend facile à administrer. Au contraire, la TVF comptait des dizaines de milliers d'exemptions et s'établissait à 13,5 p. 100 pour la plupart des produits manufacturés.

De nombreux groupes nous ont demandé d'ajouter des exemptions précises, pour les documents écrits par exemple, à la courte liste des produits et services qui ne sont pas actuellement taxés. La plupart des demandes sont valables; prises individuellement, elles n'auraient que peu d'effet sur l'administration de la taxe et sur le revenu qu'elle génère. Cependant, nous aurions beaucoup de mal à accorder un traitement de préférence à certains secteurs et non à d'autres.

Il est vrai que la TVF ne s'appliquait pas directement aux documents écrits, mais elle s'appliquait à presque tout ce qui servait à les publier et à les distribuer, y compris le papier, les presses et les camions de livraison. Ni les éditeurs ni les libraires n'avaient droit à aucune réduction de la TVF appliquée à ces articles, alors ils l'incluaient dans le prix de vente de leurs produits, et leurs clients finissaient par la payer. Ainsi, contrairement à ce que peuvent croire certains, la TPS n'a pas fait monter en flèche le prix des livres.

En fait, avant d'instaurer la TPS, nous nous sommes assurés qu'elle ne compromettrait ni l'alphabetisation ni l'éducation. D'ailleurs, c'est pourquoi elle ne s'applique pas aux frais de scolarité demandés par les universités et les collèges pour les cours crédités. De plus, les bibliothèques, les écoles, les universités et les collèges ont droit à des réductions importantes de la TPS appliquée à leurs achats, y compris les livres. Grâce à ces réductions, ces institutions ne paient pas plus de taxes que quand la TVF était en vigueur.

Mieux encore, les contribuables à faible revenu, y compris les étudiants qui fréquentent l'université ou le collège, reçoivent des crédits de TPS qui atténuent l'effet de la taxe.

Cependant, les frais de manutention de 5 p. 100 exigés à la douane s'appliquent à la valeur totale de toutes les importations faites par la poste, car il serait trop difficile de distinguer les colis qui contiennent des livres de ceux qui n'en contiennent pas.

NDP

Les Néo-Démocrates croient que la TPS est une taxe injuste et régressive. Nous sommes déterminés à l'éliminer durant la prochaine législature. Les livres et tout matériel de lecture seraient l'un des premiers biens de consommation que les Néo-Démocrates exempteraient de la TPS.

Tories' record

continued from page 20

lock and key at the National Archives are "Review of Canadian Cultural Industry Policies," "U.S. Paper on Cultural Related Matters," "Management of Issues Related to Cultural Industries Within Canada/US Trade Talks." What, one wonders, does the government have to hide if indeed its commitment to Canadian culture is secure?

Although the trade deal did not alter the rules governing cultural industries, Dave Barrett, the NDP trade critic, told the *Citizen* he believed that negotiators had reached a "tacit agreement" to reduce support for Canadian culture because organizations like the CBC offend the U.S. approach to broadcasting.

The Mulroney government has of course hit the CBC hard with budget cuts in recent years. The parliamentary appropriations for the National Film Board will remain essentially the same in 1993-94 in real terms (constant dollars) as they were in 1991-92. Funding for museums and art galleries has also been reduced. The consequences are real.

The Canadian Museum of Nature, to save \$2.5 million, has let go eight scientists, 10 technicians and 33 others. Le Palais de Civilisation in Montreal will shortly become a gambling casino. Beside such realities the contrived image of the Prime Minister dancing the twist at the Art Gallery of Ontario seems merely cynical.

All the evidence is that the

cuts have not actually saved the government much money. Studies show that culture, like education and research, is an effective generator of economic activity. A recent study suggests the \$8.7 million cut from the Canada Council's budget last winter will simply mean that the government will have to find a similar amount to make up for lost tax revenues and unemployment insurance payments.

And the Tory government seems likely to have no difficulty finding a not dissimilar amount for a hockey arena in Ottawa in the hope of reelecting one of its members.

True, the Prime Minister has hinted at the removal of the GST on books, but even this was soon cast in doubt by the opposition of some of her supporters. On this issue, the Liberals and New Democrats are clear: both support removal of the tax.

Ms. Campbell gives no sign of having understood the economics of culture. For her and the Tories, culture is a toy to play with. She thinks that stopping the production of so-called Canadian editions of U.S. magazines, even if this is closing the door after *Sports Illustrated* got in since the measure is not retroactive, and dropping in on a party at the AGO demonstrate a commitment to Canadian culture.

No one can be sure that the Liberals or the NDP would do worse.

Currently, neither the income tax law nor the regulations allow university professors to deduct the expenses of scientific or scholarly research which is required of them as professors and which they frequently have to pay themselves out of their own after-tax dollars owing to the underfunding of universities.

Would your party ensure that either the income tax law or the regulations under the act permit such deductions?

PC

The *Income Tax Act* allows for the full deduction of expenses on research projects against research grants awarded for these projects. Similarly, researchers who are in business for themselves are entitled to deduct any reasonable expenses in order to earn income from the business.

For professors who are employees, salaries paid to assistants are deductible against income tax from employment as long as the contract of employment specifies that such assistants are required to fulfil the requirements of the employer.

In the interest of fairness to all other categories of employees, there are no other special deductions available to professors.

We believe that this policy is fair while giving appropriate recognition to the unique circumstances of professors engaged in research.

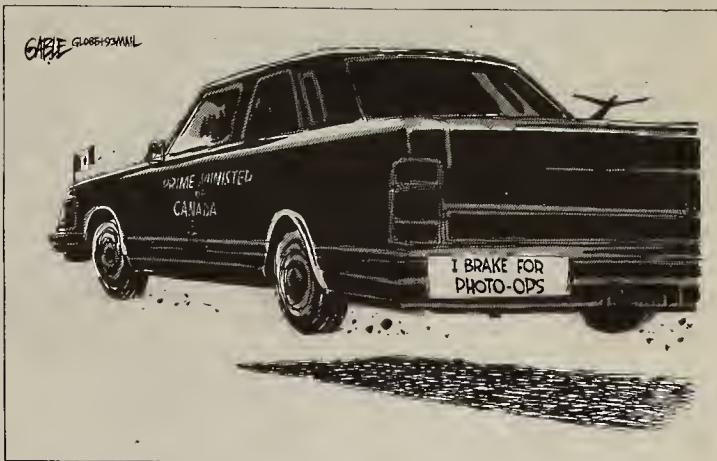
NDP

New Democrats would consider all reasonable measures to assist Canadian scholars and academics in the pursuit of scientific and scholarly research as part of professional requirements.

LIB

The question of deductibility for certain employee expenses has been an important issue for a number of professions. Because of its importance, the Sub-Committee on Tax matters of the Standing Committee on Finance undertook a special inquiry and reported to the House of Commons on June 4, 1992. The Report which was endorsed by Liberal Members of the Committee recommended further study of this issue within the Department of Finance. The Minister of Finance responded in a letter dated January 8, 1993, and outlined the complexities and shortcomings of the alternatives that have so far been proposed.

As the Official Opposition, the Liberal Party is not privy to all of the information available to the Minister of Finance with regards to this issue. Nonetheless, Liberals are committed to improving the fairness of the tax system and will endeavour to review all of the available information on this matter so that an acceptable solution can be found.



Campbell et les Conservateurs

suite de la page 20

des répercussions du libre-échange sur les industries culturelles canadiennes. Peu avant l'annonce de l'élection, le *Ottawa Citizen* indiquait que, après un retard de deux ans, le gouvernement avait répondu à sa demande de documents sur les négociations de libre-échange. Le gouvernement n'a remis que 86 des 1 400 pages pertinentes.

Parmi les documents gardés sous clé aux Archives nationales du Canada, citons *Review of Canadian Cultural Industry Policies*, *U.S. Paper on Cultural Related Matters* et *Management of Issues Related to Cultural Industries Within Canada/US Trade Talks*. On peut se demander ce que le gouvernement veut cacher s'il indique qu'il a honoré son engagement à l'égard de la culture canadienne.

Bien que l'accord commercial ne modifie pas les règles visant les industries culturelles, Dave Barrett, critique du NDP en matière commerciale, a indiqué au *Ottawa Citizen* qu'il croyait que les négociateurs avaient passé un accord tacite afin de réduire l'appui à la culture canadienne parce que les organismes comme la Société Radio-Canada nuisent à la façon dont les Américains voient la diffusion.

Evidemment, le gouvernement a durement éprouvé la SRC en imposant des réductions budgétaires au cours des dernières années. Les crédits parlementaires pour l'Office national du film seront essentiellement les mêmes en 1993-1994 en termes réels (en dollars constants) qu'en 1991-1992. Le financement des musées et des galeries d'art a également été réduit. Les conséquences sont réelles.

Afin d'épargner 2,5 millions de dollars, le Musée canadien de la nature a dû congédier huit scientifiques, 10 techniciens et 33 autres employés. Le Palais des civilisations de Montréal deviendra bientôt un casino. À côté de ces réalités, l'image artificielle de la première ministre dansant le twist au Musée des beaux-arts de l'Ontario paraît cynique.

Tout semble indiquer que les compressions n'ont pas permis au gouvernement d'économiser

beaucoup d'argent. Des études indiquent que la culture, comme l'enseignement et la recherche, constitue un excellent moyen de stimuler l'activité économique. Selon une étude récente, les réductions de 8,7 millions de dollars imposées au budget du Conseil des arts du Canada à l'hiver dernier n'aura d'autres résultats que de pousser le gouvernement à trouver une somme identique pour compenser les impôts non perçus et les paiements d'assurance-chômage.

Toutefois, le gouvernement conservateur n'éprouve aucune difficulté à dénicher une somme équivalente pour la construction d'un aréna de hockey à Ottawa dans l'espoir de faire réélire un de ses députés.

Il est vrai que la première ministre a laissé entendre que la taxe sur les produits et services frappant les livres serait abolie, encore que

l'opposition de certains de ses partisans ait vite semé le doute. À cet égard, les Libéraux et les Néo-démocrates sont clairs : ils sont tous pour l'abolition de la taxe.

Il ne semble pas que Mme Campbell ait compris le côté économique de la culture. Elle et son parti considèrent la culture comme un jouet. Elle croit que l'arrêt de la publication des éditions so-disant canadiennes de revues américaines, même si cela signifie fermer la porte après que la revue *Sports Illustrated* ait été acceptée car les mesures ne sont pas rétroactives, et le fait d'assister à une soirée donnée par le Musée des beaux-arts de l'Ontario démontrent un engagement envers la culture canadienne.

Personne ne sait si les Libéraux et les Néo-démocrates peuvent faire mieux. Il leur serait difficile de faire pire.

À l'heure actuelle, ni la loi de l'impôt sur le revenu ni ses règlements permettent aux professeurs d'université de déduire de leur revenu les dépenses engagées pour de la recherche scientifique et créatrice qu'ils sont tenus de faire en tant que professeurs. Bien souvent, à cause du sous-financement des universités, ils doivent assumer ces dépenses eux-mêmes et puiser dans leur revenu après impôt. En 1984, le parti Progressiste-conservateur a déclaré : « Nous veillerons à ce qu'il soit possible de déduire des dépenses du revenu, reçues à l'appui, lorsque des dépenses de recherche et de création ne sont pas remboursées. » Cette promesse n'a pas encore été concrétisée dans la loi de l'impôt sur le revenu ni ses règlements.

Est-ce que votre parti s'assurerait que la loi de l'impôt sur le revenu ou les règlements pris en application de la loi, permettent ce genre de déductions?

PC

La *Loi de l'impôt sur le revenu* permet de déduire complètement les frais de projets de recherche des subventions accordées à ces projets. De même, les chercheurs qui travaillent à leur compte peuvent déduire toute dépense raisonnable engagée en vue de tirer un revenu de leur entreprise.

Dans le cas de professeurs qui sont des employés, la rémunération versée à des assistants est déductible du revenu d'emploi dans la mesure où leur contrat spécifie que de tels assistants sont nécessaires pour remplir les exigences de l'emploi.

Pour que le traitement de toutes les catégories d'employés demeure équitable, les professeurs ne bénéficient pas d'autres déductions spéciales.

Nous estimons que cette politique est équitable tout en reconnaissant de façon appropriée la situation particulière des professeurs effectuant de la recherche.

NDP

Les Néo-Démocrates prendraient en considération toute mesure raisonnable pour venir en aide aux boursiers et universitaires canadiens afin de leur permettre d'entreprendre des recherches scientifiques et académiques dans le cadre de leur carrière professionnelle.

CAUT BOOKSHELF / LE COIN DES LIVRES

**The Politics of Kim Campbell:
From School Trustee to Prime Minister**by Murray Dobbin
James Lorimer, Toronto**Kim Campbell:
The Making of a Politician**by Robert Fife
Harper Collins, Toronto**Reading "Kim" Right**by "rank Davey"
Talonbooks, Vancouver

The advent of Kim Campbell as Prime Minister has produced a spate of instant books.

Mr. Fife, who is parliamentary bureau chief for the *Toronto Sun*, has dug up a good deal of interesting material about the troubled fortunes of the Campbell family in British Columbia. Kim Campbell seems to have reacted to these problems by striving to excel in student politics, first as a high school student where she was elected president of the student council, which had hitherto been a male preserve, and where she also became class valedictorian.

She then went on to take political science at UBC and became the first woman elected president of the freshmen class. She graduated with an honours degree in political science. She then started but did not finish her master's degree. She repeated the same scenario when she won a Canada Council fellowship to take her doctorate at LSE.

There she worked with the Soviet specialist, Léonard Schapiro, who much influenced her views about the evils of centralized governments as did her then partner, Nathan Divinsky of the mathematics department at UBC.

She returned to Vancouver without completing her thesis and took various part-time or replacement jobs at Simon Fraser, UBC and a community college. She appears to be rather bitter about the experience. There is little doubt that universities in the seventies

were not very welcoming to women and that part-time staff have rarely been treated generously but, even so, it is doubtful, as Mr. Fife points out, that anyone would have secured a permanent job in a university political science department without either an M.A. or a Ph.D.

Campbell then turned to law and to a political career. While still at law school, she ran successfully for the highly politicized Vancouver School Board and subsequently became chair. Here she became the vigorous mouthpiece for the economic onslaught by Bill Bennett on the public sector in general and education in particular. She became the scourge of the school teachers which brought her to the attention of Premier Bennett and his chief adviser, Patrick Kinsella, who is now one of her inner group of advisers.

In the provincial election of 1984 she ran and was defeated in Vancouver Centre.

Shortly after that she joined the staff in the premier's office with Kinsella, Norman Spector and Bud Smith. This was the group that helped perfect right-wing strategy in British Columbia in the eighties although Campbell herself seems to have played a rather junior role. The high point for this strategy was the provincial election of 1983 in which Bill Bennett was marketed as the tough guy who would deal with the problems of the province but who also resolutely refused to give any specifics during the campaign. Only when it was over and he was re-elected did he drop the bomb that led to drastic cuts in many areas including university finance.

The fact that the polls showed that, for example, the university policies of the government were overwhelmingly opposed by the electorate did not matter since the Socreds were in power and the electorate would, with luck, forget by the next election. This was known as the strategy of the big bang. Having been involved in the strategy it seems fair to ask whether Campbell intends to repeat this experience at the federal level.

In 1986 Campbell was elected to the provincial legislature for Point Grey. She ran for the Socred leadership and came dead last. However, the experience raised her profile in the province. She then began two unhappy years under Bill Vander Zalm. Ultimately she split with the premier over the abortion issue and moved into federal politics where she won a narrow victory in 1988 for Vancouver Centre.

The Fife and Dobbin books then proceed to describe and analyze Campbell's rise from the back benches to the office of prime minister between 1988 and 1993. Fife shows how Prime Minister Mulroney took a shine to Campbell almost immediately and groomed her through the portfolios of Minister of State for Indian and Northern Affairs, then Justice, and finally Defence.

The two books are, however, quite different. Essentially Fife gives us the story from the point of view of the newspaper files while Dobbin, who is a Saskatchewan journalist and who has written a book on Preston Manning, launches a full-scale onslaught.

In his view Campbell has always had one guiding star — ultra right-wing economics expressed as fiscal restraint and a snobbish disdain for ordinary Canadians. He notes that she told a Harvard audience after the referendum that the "civically competent" voted yes, "the people who have responsibility for decision making...who played elite roles...and) who had a specific competence."

He takes apart her various positions in the federal government and concludes that as an outsider without any independent political base either in the Conservative Party or outside it, she is totally dependent on the clique that surrounded Brian Mulroney and that her policies will reflect their views and requirements.

Of interest to the university community, Fife gives

some details in regard to her responsibilities in Indian and Northern Affairs where she vigorously defended the decision of the government to try to limit funding for Indian and Inuit students in post-secondary institutions and to oppose the view that such education was a treaty right. CAUT was on the other side in that confrontation.

Both books devote a fair amount of space to Campbell's time at Justice and Defence. Both are willing to give her credit for the reform of the rape shield law but are sceptical about her defence of the abortion legislation, her willingness to scrap the Court Challenges Program, her failure to reform the laws pertaining to gays and lesbians and her compromises on gun control (although Fife is more willing to believe that this was the only legislation possible given the redneck views expressed in the Tory caucus).

Fife also discusses her footdragging in regard to compensation for the Canadian victims of the depatterning program administered by Prof. Ewen Cameron at the Allen Memorial Institute. This latter case was one of the worst scandals involving Canadian academics and the government since the Second World War. Campbell, he alleges, only provided compensation when faced with a court challenge.

Dobbin suggests that the pattern of Campbell's work at Justice was no accident because she fundamentally did not believe in the human rights approach of the Charter. She thinks Parliament should be supreme and virtually unchallengeable even though the Canadian federation has always seen legal challenges to the exercise of federal or provincial powers, most notably on questions of federal/provincial jurisdiction. She regards the groups that undertake court challenges or organize strikes and manifestations as "special interests" in contrast, of course, with the Business Council on National Issues (BCNI) and other supporters of the Conservative regime.

Both books also discuss Campbell's support of the decision to buy the EH101 helicopters for \$5.8 billion. This, of course, makes a mockery of all the rhetoric about the need for governmental economy. Dobbin suggests that since the deal was one of the key decisions favoured by her Quebec supporter, Marcel Masse, it is extremely unlikely that a Campbell government would make any changes in this highly unpopular decision since the prime contractor is Paramax, a major Quebec corporation and one with close connections to the Conservative party.

The Davey book is quite different. Mr. Davey is a professor of English at the University of Western Ontario. He takes the view that you only know politicians as a series of images that resonate or not with other images. This produces a rather curious book — a sort of exercise in free association. Some of it is persuasive — such as the argument that by renaming herself as a child Campbell showed the kind of independent spirit admired by many and needed to be a successful politician.

Other parts, however, are dated as the section on Quebec which assumes a francophone passion for Campbell which may have existed early in the leadership campaign but quickly evaporated. Still others are off the wall like the references to Robert Graves' *The White Goddess* or the analysis of Daddy Warbucks.

In the end, however, Davey concludes that behind the images lies the ultra right-winger — the supporter of the helicopter purchases, the person really in favour of user fees in medicare, and the like. He quotes in his last chapter a remark by Campbell in her now famous Newman interview: "Social Credit was a valuable political instrument, and I wanted to be part of redefining it."

(Reviews by Donald C. Savage, Executive Director, CAUT.)

Would you bring in legislation to require within the federal jurisdiction the payment of benefits to same-sex partners?

PC

The question of the federal government's legal obligations in respect to the extension of employee benefits to same-sex partners has not yet been comprehensively considered by the courts.

The Department of Justice has already begun a review of federal legislation and policies that make distinctions on the basis of marriage and family relationships. The issue of benefits for gay and lesbian partners will be considered as part of this review.

NDP

New Democrats are committed to equality for all people. To this end, we would amend the human rights code to prohibit discrimination based on sexual orientation. We would introduce legislation which would require all employers within the federal jurisdiction to extend benefits to same sex couples.

LIB

There are currently some 28 same-sex couple cases before the Canadian Human Rights Commission. In this regard, the Conservative government has made no progress on sexual orientation matters beyond what was required by the courts. New Brunswick Premier Frank McKenna has recently announced a policy in regard to spousal benefits for same-sex couples within the provincial public service. The Liberal Party of Canada will study this initiative closely.

It should be remembered that it was a Liberal government which decriminalized certain sexual acts from the Criminal Code, and when Mr. Chrétien was Minister of Justice, introduced the Charter of Rights and Freedoms. The Liberal Party has long agreed that discrimination on the basis of sexual orientation should be explicitly prohibited in the federal Human Rights Act. As far back as 1985, an all-party House of Commons Committee made the same recommendation. In 1986, Minister of Justice John Crosbie pledged that the Conservative government would take "whatever measures are necessary to ensure that sexual orientation is a prohibited ground of discrimination in all areas of federal jurisdiction." The government's promise has yet to be fulfilled.



CAUT STATUS OF WOMEN COMMITTEE ANNUAL CONFERENCE OCTOBER 22-23, 1993

(reception & registration October 21)

DELTA WINNIPEG HOTEL,
WINNIPEG, MANITOBA

VISIONS OF THE INCLUSIVE UNIVERSITY

PLENARY ON VISIONS OF THE INCLUSIVE UNIVERSITY

Laara Fitznor (Manitoba)

HEALING CIRCLE

Ann Charter (Manitoba)

WORKING SESSIONS ON DISCRIMINATORY HARASSMENT:

♀ SEXUAL HARASSMENT

Marilyn McKenzie (Manitoba), Mariette Blanchette (CAUT)

♀ RACIAL HARASSMENT

Joyce Forbes (Lakehead, SWC CAUT), Bernice Moreau (Carleton), Emily Scott (Lakehead), Linda Henry (Lakehead)

♀ HETEROSEXISM AND HOMOPHOBIA

Dayna Daniels (Lethbridge), Janice Ristock (Manitoba)

♀ PEER vs. PEER HARASSMENT: A STRATEGIC CHALLENGE FOR FACULTY ASSOCIATIONS

Jennifer Bankier (Dalhousie), Allison Hudgins (Toronto), Rhonda Love (Toronto)

WORKING SESSIONS ON VISIONS OF THE INCLUSIVE UNIVERSITY:

♀ EMPLOYMENT EQUITY IN HARD TIMES

Pamela Milne (Windsor), Anne Forrest (Windsor)

♀ MAKING THE UNIVERSITY A SAFE PLACE

Jennie Hornosty (UNB), Joyce Lorimer (Wilfrid Laurier)

♀ NEGOTIATING FOR CHANGE: CONTRACTUAL SUPPORT FOR INCLUSIVITY

Jean Golden (Ryerson), Helen Breslauer (OCUFA)

♀ ACADEMIC FREEDOM AND THE INCLUSIVE UNIVERSITY

Marilyn Taylor (Concordia)

♀ WHERE ARE WE AFTER "THE CHILLY CLIMATE"? WORKING IN/FOR WARMER CLIMES

Rebecca Coulter (Western Ontario)

♀ THINKING-PRACTICING DIVERSITY AND INCLUSIVITY

Laara Fitznor (Manitoba), Rosa Bruno-Jofre (Manitoba)

♀ GETTING INCLUSIVE INFORMATION RESOURCES INTO THE ACADEMY

Margot Schenk (Saint Mary's, CAUT Librarians), Patricia Fitzgerald (Saint Mary's)

OTHER PLENARY SESSIONS:

SARAH SHORTEN AWARD LUNCHEON: Jill McCalla Vickers

HUMAN RIGHTS COMPLAINTS AGAINST
MANITOBA UNIVERSITIES

ELECTRONIC MAIL AND THE INTERNET: Debbie Norman (Manitoba)

WHO SHOULD ATTEND?

Members of University/Provincial Status of Women Committees
Faculty Association Executives
Equity Officers
Sexual Harassment Officers
Human Rights Officers
Policy Makers in Departments of Higher Education

FULL PROGRAM DESCRIPTIONS ARE AVAILABLE THROUGH LOCAL
ASSOCIATION OFFICES AND FROM NANCY GORDON AT CAUT
(613) 237-6885 FAX (613) 237-2105

COMITÉ DU STATUT DE LA FEMME CONFÉRENCE ANNUELLE du 22 au 23 octobre 1993

(réception et inscription: le 21 octobre)

HÔTEL DELTA WINNIPEG,
WINNIPEG, MANITOBA

VISIONS DE L'UNIVERSITÉ INTÉGRÉE

PLÉNIÈRE SUR LES VISIONS DE L'UNIVERSITÉ INTÉGRÉE

Laara Fitznor (Manitoba)

CERCLE DE LA VIE

Ann Charter (Manitoba)

SÉANCES DE TRAVAIL SUR LE HARCÈLEMENT DISCRIMINATOIRE:

♀ HARCÈLEMENT SEXUEL

Marilyn McKenzie (Manitoba), Mariette Blanchette (ACPPU)

♀ HARCÈLEMENT EN RAISON DE LA RACE

Joyce Forbes (Lakehead, CSF de l'ACPPU), Bernice Moreau (Carleton), Emily Scott (Lakehead), Linda Henry (Lakehead)

♀ HÉTÉROSEXISME ET HOMOPHOBIE

Dayna Daniels (Lethbridge), Janice Ristock (Manitoba)

♀ MEMBRES HARCELÉS PAR D'AUTRES MEMBRES: STRATÉGIES POUR AIDER LES ASSOCIATIONS DE PROFESSEURES ET PROFESSEURS

Jennifer Bankier (Dalhousie), Allison Hudgins (Toronto), Rhonda Love (Toronto)

SÉANCES DE TRAVAIL SUR LES VISIONS DE L'UNIVERSITÉ INTÉGRÉE:

♀ L'ÉQUITÉ EN MATIÈRE D'EMPLOI EN TEMPS DE COMPRESSIONS BUDGÉTAIRES

Pamela Milne (Windsor), Anne Forrest (Windsor)

♀ FAIRE DE L'UNIVERSITÉ UN ENDROIT SÛR

Jennie Hornosty (UNB), Joyce Lorimer (Wilfrid Laurier)

♀ NÉGOCIER POUR CHANGER LES CHOSSES: SOUTIEN CONTRACTUEL NON EXCLUSIF

Jean Golden (Ryerson), Helen Breslauer (OCUFA)

♀ LA LIBERTÉ UNIVERSITAIRE ET L'UNIVERSITÉ INTÉGRÉE

Marilyn Taylor (Concordia)

♀ QU'ARRIVE-T-IL APRÈS LE «CLIMAT HOSTILE»? VISER UN CLIMAT PLUS ACCUEILLANT

Rebecca Coulter (Western Ontario)

♀ LA DIVERSITÉ ET L'INTÉGRATION: THÉORIE ET PRATIQUE

Laara Fitznor (Manitoba), Rosa Bruno-Jofre (Manitoba)

♀ FAIRE ACCEPTER À L'UNIVERSITÉ DES RESSOURCES DOCUMENTAIRES NON EXCLUSIVES

Margot Schenk (Saint Mary's, Comité des bibliothécaires de l'ACPPU), Patricia Fitzgerald (Saint Mary's)

AUTRES SÉANCES PLÉNIÈRES:

DÉJEUNER EN L'HONNEUR DE LA LAURÉATE DU PRIX
SARAH-SHORTEN: Jill McCalla Vickers

DES PLAINTES RELATIVES AUX DROITS DE LA PERSONNE CONTRE
DES UNIVERSITÉS DU MANITOBA

COURRIER ÉLECTRONIQUE ET TERRÉREAU: Debbie Norman (Manitoba)

S'ADRESSE À QUI?

Aux membres des comités universitaires et provinciaux du statut de la femme
Aux exécutifs des associations de professeures et professeurs
Aux agentes et agents responsables de l'équité
Aux agentes et agents en matière de harcèlement sexuel
Aux agentes et agents des droits de la personne
Aux décideuses et décideurs des ministères de l'enseignement supérieur

PRIÈRE DE SE PROCURER UNE DESCRIPTION COMPLÈTE DU PROGRAMME AUPRÈS DES ASSOCIATIONS LOCALES ET DE NANCY GORDON, ACPPU, AU (613) 237-6885, TÉLÉCOPIEUR (613) 237-2105.

CLASSIFIEDS

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington DC 20005; tel: 202-737-5900.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'ACPPU, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél (202) 737-5900.

CAUT/ACPPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs of affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted in the Bulletin. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'Éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine nationale, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, handicap, d'orientation sexuelle, d'origine sociale, ou de convictions ou d'attachés politiques générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi ou les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

ACCOUNTING & FINANCE

UNIVERSITY OF MANITOBA - Applications are invited for the position of Director of the Centre for Accounting Research and Education at the University of Manitoba. The Centre was established recently to provide support for basic and applied research in accounting and for the development of accounting education programs. The Director will be a recognized scholar with a PhD who brings a proven track record in teaching and research and who is capable of providing leadership in the area of accounting. The Director will be appointed in a tenure track position at the rank of Associate Professor/Professor in the Department of Accounting and Finance with salary and research supplement provided by the Centre. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities. Aboriginal people and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Preferred appointment date is July 1, 1994. Applications must include a full curriculum vitae. Position is subject to budget approval. Direct all applications to: Dr. Lawrence F. Gould, Head, Department of Accounting and Finance, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R6T 5V6. Deadline for receipt of applications is December 1, 1993.

ADMINISTRATIVE STUDIES

ATHABASCA UNIVERSITY - Management Information Systems. Athabasca University, an open university specializing in distance education, is seeking an individual with a PhD in business administration, with a minimum of 5 years' experience in delivering distance education courses in management information systems (MIS) at the undergraduate and graduate levels in its Faculty of Administrative Studies. Ideally, the successful candidate will have extensive experience as an MIS professor and as a university administrator. The successful candidate will be an integral part of a dynamic team of academic, administrative, and information systems specialists and professionals. He or she will participate in the planning and implementation of an information systems program in MIS (B.Com. program). Information Management streams at the graduate level (MBA and a proposed graduate diploma in financial information management) and a proposed interdisciplinary Bachelor of Information Systems program. As a developer of print-based and computer-based instructional materials, the successful candidate will have exceptional writing skills. In addition, effective interpersonal and communication skills are required in part, possible classroom instruction in a new MBA program. Applicants must have experience in a demonstrated aptitude for applying interactive instructional technologies, such as computer-based instruction, computer-mediated communication, and multimedia learning systems. In addition to holding senior academic credentials in business and information systems, applicants must be familiar with various computer environments including OOS/Windows, Macintosh, and Unix, and have recent advances in information technology, including authoring systems for the development of interactive computer-based instruction. Applicants should have a demonstrated research record and a desire to collaborate with others in a proactive learning environment. Athabasca University maintains an environment which develops and supports equitable working conditions for members of groups traditionally underrepresented in universities. Letter of application, including the names of three references and a full vitae should be sent to: Michael T. Balazs, Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta, T0K 2P0 to arrive no later than October 15, 1993. Further information may be obtained from Dr. George Wierler, Dean, Faculty of Administrative Studies at (403) 675-6348 or fax (403) 675-4222.

ANAESTHESIA

DALHOUSIE UNIVERSITY Faculty of Medicine, Head of Department, Anaesthesia. Dalhousie University is seeking an individual with a strong record of accomplishments in clinical activities, education, administration and research to provide leadership for its Department of Anaesthesia. This is a full-time university position with responsibilities for the department and its affiliated teaching hospitals. Dalhousie University is an Employment Equity/Attractive Force

Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with the University's commitment to the principle of equity in employment, the University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

ANATOMY

UNIVERSITY OF MANITOBA - Applications are invited for a tenure-track position in Anatomy at the rank of an Assistant Professor beginning January 1, 1994. This position is subject to final budgetary approval. The ability to teach gross anatomy and either histology or neuroanatomy to medical and other students is required. Candidates must have an M.D., PhD degree, or equivalent, and at least two years postdoctoral training. The successful candidate will be expected to establish an active, externally funded research program. Areas of interest include cellular and molecular biology is desirable. Salary will be commensurate with qualifications and experience (1992-93 salary for Assistant Professor is \$34,887). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities. Aboriginal people and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications in accordance with its Employment Equity Policy. Please send a curriculum vitae and three letters of reference should be sent by September 30, 1993 to: The Chair, Search Committee, Department of Anatomy, University of Manitoba, Winnipeg, Manitoba, R3E 0W0.

ANATOMY & CELL BIOLOGY

McGILL UNIVERSITY - Department of Anatomy and Cell Biology. Applications are invited for a tenure-track position as Assistant Professor rank, starting 1 September 1994. Applicants must have a PhD and/or M.D. degree and postdoctoral research experience. The successful candidate will be expected to develop an active independent research programme in a local area of developmental, cellular, and molecular biology. Areas of research by graduate students to M.Sc. and PhD levels. The Department has strong research groups working in problems of cell and molecular biology, extracellular matrix, immunobiology, reproductive system, cell adhesion, neurobiology, development and aging and applied. The successful candidate will receive a salary for this position of \$40,035.00. Send curriculum vitae and the names of three referees to: Dr. D. Lubell, Chair, Department of Anatomy, University of Alberta, Edmonton, AB T6G 2H7. The deadline for receipt of applications is 15 October 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA - The University of Alberta, invites applications for a tenure-track position at the rank of Assistant Professor rank, starting 1 September 1994. Applicants must have a PhD and/or M.D. degree and postdoctoral research experience. The successful candidate will be expected to develop an active independent research programme in a local area of developmental, cellular, and molecular biology. Areas of research by graduate students to M.Sc. and PhD levels. The Department has strong research groups working in problems of cell and molecular biology, extracellular matrix, immunobiology, reproductive system, cell adhesion, neurobiology, development and aging and applied. The successful candidate will receive a salary for this position of \$40,035.00. Send curriculum vitae and the names of three referees to: Dr. D. Lubell, Chair, Department of Anatomy, University of Alberta, Edmonton, AB T6G 2H7. The deadline for receipt of applications is 15 October 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

Edmonton, Alberta, Canada, T6G 2H7. Deadline for receipt of applications is December 31, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

ANTHROPOLOGY

UNIVERSITY OF TORONTO, St. George Campus - Linguistic Anthropologist. Applications are invited for a tenure track position at the Assistant Professor level of the University of Toronto, St. George Campus. The successful candidate must have a PhD with a strong research and teaching record and demonstrated strength in issues of linguistic anthropology. Possible fields of specialization are: language, law and politics; language acquisition and its sociocultural dimension; or semiotics. Research should be concentrated in urban, rural, or aboriginal areas of the Western hemisphere (and preferably, but not necessarily, Canada). Duties include undergraduate and graduate teaching and supervision, research and administrative responsibility. Areas of interest include: October 15, 1994. Applications should be sent to: Professor Gary Crawford, Chair, Department of Anthropology, 100 St. George Street, University of Toronto, 100 St. George Street, Toronto, ON M5S 1A5. Please send a curriculum vitae, a list of research interests, and three letters of reference. For purposes of evaluating applications, teaching evaluations and copies of relevant publications may be requested. The successful candidate will be expected to develop an active research program. This advertisement is directed to Canadian citizens and permanent residents. Applications in accordance with its Employment Equity Policy. Please send a curriculum vitae and three letters of reference should be sent by September 30, 1993 to: The Chair, Search Committee, Department of Anthropology, University of Toronto, Toronto, Ontario, M5S 1A5.

UNIVERSITY OF ALBERTA - The University of Alberta, invites applications for a tenure-track position at the rank of Assistant Professor rank, starting 1 September 1994. Applicants must have a PhD and/or M.D. degree and postdoctoral research experience. The successful candidate will be expected to develop an active independent research programme in a local area of developmental, cellular, and molecular biology. Areas of research by graduate students to M.Sc. and PhD levels. The Department has strong research groups working in problems of cell and molecular biology, extracellular matrix, immunobiology, reproductive system, cell adhesion, neurobiology, development and aging and applied. The successful candidate will receive a salary for this position of \$40,035.00. Send curriculum vitae and the names of three referees to: Dr. D. Lubell, Chair, Department of Anthropology, University of Alberta, Edmonton, AB T6G 2H7. The deadline for receipt of applications is 15 October 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA - The University of Alberta, invites applications for a tenure-track position at the rank of Assistant Professor rank, starting 1 September 1994. Applicants must have a PhD and/or M.D. degree and postdoctoral research experience. The successful candidate will be expected to develop an active independent research programme in a local area of developmental, cellular, and molecular biology. Areas of research by graduate students to M.Sc. and PhD levels. The Department has strong research groups working in problems of cell and molecular biology, extracellular matrix, immunobiology, reproductive system, cell adhesion, neurobiology, development and aging and applied. The successful candidate will receive a salary for this position of \$40,035.00. Send curriculum vitae and the names of three referees to: Dr. D. Lubell, Chair, Department of Anthropology, University of Alberta, Edmonton, AB T6G 2H7. The deadline for receipt of applications is 15 October 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

R.E. West, Head, Department of Anthropology, Fletcher Atrium Building, 28 Truman Walk, University of Manitoba, Winnipeg, Manitoba, Canada, R6T 5V6. Deadline for receipt of applications is December 31, 1993.

McGILL UNIVERSITY - Applications are invited for two full-time tenure track appointments of the Assistant Professor level, starting September 1, 1994. The base salary is C\$40,980 per annum, plus fringe benefits. An appointment to a junior Associate level might be possible for an exceptional case, subject to University approval. Applicants should have the Ph.D. in hand by March 31, 1994. We seek cultural anthropologists with research interests in symbolic anthropology. All regional specializations will be considered. Duties include the teaching of four one-semester courses, including one graduate seminar and three undergraduate courses, in accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. (Please indicate citizenship status.) McGill University is committed to equity in employment. Please send a curriculum vitae, description of research interests, a list of names, addresses, and phone numbers of three referees, as well as a sample of recent writing, to: Professor Jérôme Rousseau, Chair, Department of Anthropology, McGill University, 355 Ste-Anne Street West, Montreal, Québec, Canada, H3A 2T1. Please provide phone number and e-mail address and fax number. The deadline for the receipt of applications is January 7, 1994.

TRENT UNIVERSITY - Anthropology Department. Subject to an anticipated salary and budgetary approval, applications are invited for a tenure-track appointment at the Assistant Professor level. The successful candidate will be expected to develop an active research program. This advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an employment equity employer and especially invites applications from women, aboriginal people, visible minorities, and persons with disabilities. Please send a curriculum vitae, a minimum of 3 letters of reference, description of research interests, and a sample of recent writing to Professor John Vastokas, Chair, Department of Anthropology, Trent University, Peterborough, Ontario, Canada K9J 7B8. Fax 705-748-1613. E-mail: j.vastokas@TRENTU.CA. Please provide telephone number, if possible. E-mail address or FAX number. Deadline for receipt of applications is January 15, 1994.

ART HISTORY

UNIVERSITY OF TORONTO - Department of Fine Art/Gallery Department of History of Art. Applications are invited for a tenure-track appointment at the rank of Assistant Professor to commence July 1, 1994 (minimum salary at this rank for 1992-93 is \$38,200) subject to 1994-95 budgetary approval. Ph.D. or equivalent required. Major area of specialization should be History of Art and Archaeology. University level teaching experience and a record of scholarly publication appropriate to career status are sought. Applicants should submit by October 15th, 1993, a curriculum vitae and samples of scholarly work and should arrange to have at least three letters of recommendation sent directly to Professor Philip Sohn, Chair, Department of Fine Art/History of Art, University of Toronto, Toronto, Ontario, Canada M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ASIAN STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA - Modern Chinese Language. Applications are invited for a tenure-track position in modern Chinese language. The position will be filled at either the Instructor or Assistant Professor level, and will involve teaching modern Chinese language at the beginning, intermediate, and advanced levels. The candidate may offer other courses in a language based

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equally, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. The University of Western Ontario is an Equal Opportunity Employer. For more information, contact: Mr. Larry Wyniak, Associate Dean, Western Business School, University of Western Ontario, London, Ontario, Canada, N6A 3K7. Positions are subject to budget approval. In accordance with Canadian Human Rights legislation, the recruitment is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to a policy of promoting diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO
Faculty Position General Management/International Business Area

education. The School's major activities include a highly regarded MBA program, a highly regarded Executive Management program, a well-established doctoral program in all major areas of management, and a number of continuing education programs for managers, including an Executive MBA. The case method is used extensively. However, different methods and materials are used in different programs. Excellence in teaching and course development is highly valued. The School's faculty is made up of people with issues of interest and relevance to practicing managers. Our faculty is collaborative and engaged in ongoing investigation as well as independent inquiry. A strong interest in relevance and application to practice is required. Our faculty are encouraged to build relationships with the business community. The School is a traditional business school with a strong international focus, and was host institution for the 1991 International Strategic Management Society Conference. We are located about half way between Toronto and Detroit, about 100 km from the Detroit area, in Mississauga, just outside Toronto. Road and train links to major

(Academic) for the administration and supervision of the academic program, budget, and all

York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Selon la politique d'équité en matière d'emploi appliquée par l'Université York, ce poste est ouvert à toutes les personnes qualifiées, femmes ou hommes. Conformément aux exigences d'Immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

The Dean is responsible to the Vice-President

persons, members of visible minorities and women.

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SEPTEMBER/SEPTEMBRE 1993 • 27

CAUTION BULLETIN ACPPU

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es can be arranged. The position is focused on the initial teaching experience to undergraduate teacher education students. Responsibilities will include coordination of an initial teaching experience course, teaching undergraduate and graduate courses, supervising student teachers and graduate students, and conducting research relevant to the success of applicants' specific areas of specialization. Requirements include a completed doctorate and specialization in one or more of the following areas: teacher education, teacher development, curriculum supervision and the ability to teach in a minors area, preferably language arts, mathematics, or social studies. Teacher experience in K-12 classrooms is also required. Salary commensurate with qualifications and experience (immigration \$36,143, 1992 scale). In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers a Dual Career Assistance Workshop for spouses. Applicants are requested to send a complete curriculum vitae and have three letters of reference sent by October 5, 1994. Dr. W.J. Hunter, Head, Department of Teacher Education and Supervision, The University of Calgary, 2500 University Avenue N.W., Calgary, Alberta T2N 1N4.

UNIVERSITÉ DE SHERBROOKE - Le Département d'éducation sollicite des candidats pour occuper le poste de professeur ou de professeur (régulière)

À l'emploi complet dans le domaine de la didactique et de l'orthodidactique de la mathématique. Fonctions: Enseignement aux niveaux 2e, 3e, 4e, 5e, 6e, 7e, 8e, 9e, 10e, 11e, 12e cycles. Recherche, Encadrement d'étudiants et d'étudiantes de 2e cycle. Collaboration à l'implémentation d'un programme de doctorat. Exigences: Diplôme en sciences de l'éducation ou dans une discipline connexe. Expérience professionnelle dans les champs de compétence: didactique, orthodidactique ou orthopédagogie de la mathématique. Une expérience dans la recherche et dans l'enseignement sera considérée comme un atout. Prière de faire parvenir votre curriculum vitae plus le diplôme et le diplôme de 1993, 16h, à: Monsieur le Doyen, Faculté d'éducation, Office d'emploi 03-18, Université de Sherbrooke, Sherbrooke (Québec), J1K 2R1. Les conditions de travail sont régies par les conventions collectives en vigueur. L'Université de Sherbrooke respecte le principe d'équité en emploi et elle s'est dotée d'un Programme d'accès à l'égalité en emploi pour les femmes. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens et citoyens canadiens et aux résidents de citoyens permanents.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Mathematics & Science Education at the University of British Columbia, invites applications for full-time, tenure track academic appointment in Mathematics. The appointment will become effective July 01, 1994, and will be subject to final budgetary approval. The Department offers programs leading to B.Sc., M.Sc., and Ed. degrees, the Diploma in Education, and the B.Ed. degree with teacher certification. All applicants should have a doctoral degree, a well-defined research program and teaching experience. Applicants for the position should have previous teaching experience at the elementary or secondary level. Duties will include teaching at the undergraduate level, supervising student teachers, and development of an active program of research and publication. Salary is \$50,000. Appointment may be considered at a higher rank for a woman with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is January 31, 1994. Letters of application, curriculum vitae, the names, addresses and phone/fax numbers of three referees, together with a statement of research interests and one published article (if available) should be sent to: Dr. David Robitaille, Head, Department of Mathematics and Science Education, Faculty of Education, University of British Columbia, Vancouver, B.C. V6T 1Z4.

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Invites Applications and Nominations for the Position of DEAN OF UNIVERSITY EXTENSION

The University of Regina is an active centre of learning located in Saskatchewan's capital city, Regina, which affords a life-style with easy access to major cultural and recreational resources. The University's nine faculties provide high quality education to approximately twelve thousand students. The Dean will provide effective academic leadership and sound administration to University Extension, which administers the University's off-campus credit and distance education programs, a wide range of popular certificate programs, numerous non-credit programs including those delivered by the Seniors' Education Centre, English as a Second Language Centre, and the Conservatory of Music. Annual student registrations in extension programs number around 16,000. The Dean will provide strong representation for University Extension within the University and in the community at large. Candidates should have demonstrated administrative skills, an outstanding record of teaching, practice and research in a relevant academic discipline, and an understanding of the integral relationship between continuing education programs and the University's central mission. Possession of a Ph.D. would be a definite asset. The Dean will develop and implement a commonly-shared vision for University Extension, will work collaboratively with other faculties on campus and with members of other provincial educational institutions and will maintain a national perspective in continuing education for University Extension. Candidates should have a keen interest in the design and development of continuing education programs that can serve a diverse population via a range of delivery modes. The appointment will commence on July 1, 1994, and will normally be for an initial term of five years. The University of Regina is thoroughly committed to employment equity. We welcome applications from all, especially aboriginal peoples, people with disabilities, visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Send applications or nominations, including a complete curriculum vitae and names of at least three references, in confidence, by October 31, 1993, to: Dr. Brian L. Scarle, Vice-President (Academic), University of Regina, Regina, Saskatchewan S4S 0A2

The University of Saskatchewan UNIVERSITY LIBRARIAN AND DIRECTOR OF LIBRARIES

Applications and nominations are invited for the position of the University Librarian and Director of Libraries with the appointment to be effective July 1, 1994. The initial term is for five years and may be renewed subject to review. The University of Saskatchewan is committed to the principles of Employment Equity. It is expected that candidates are able to meet the University of Saskatchewan Library Standards for Permanent Status at the Librarian IV level.

Responsibilities - The Director of Libraries, reporting to the Vice-President (Academic), is responsible for the leadership and administration of this major research library and has direct responsibility for the Libraries' strategic management. Duties include strategic planning; the management and development of collections; the provision of library services in a context of evolving technologies; the management of library budgets and allocation of resources; the continued development of library automated systems and other computer-based information systems; the direction and development of staff; planning and introduction of future library services; defining and implementing fund-raising strategies for library programs; forging and maintaining effective links with faculty, students, and academic program administrators; and the Libraries' participation in provincial, regional, national, and international cooperative efforts.

Qualifications - The successful candidate must have professional qualifications in librarianship; must have demonstrated strong leadership and managerial qualities as well as demonstrated successful experience in complex organizations and in a research setting; must exhibit a commitment to academic excellence and scholarship; understanding of a complex research, teaching and learning environment, and have a good knowledge of the varying ways in which diverse forms of knowledge are created and disseminated; have a firm grasp of the Libraries' persuasively within the University and externally. The Director of Libraries is a member of the Deans' Council and is expected to be involved in the University's general academic leadership. Salary will be commensurate with qualifications and experience.

The University of Saskatchewan Libraries is a member of the Association of Research Libraries and consists of the Main Library and seven Branch Libraries with a total full-time equivalent staff of 177 including 38 librarians, serving over 20,000 faculty, students and community users. Collections consist of 4.2 million items including approximately 1.5 million printed volumes. Services include an integrated library information system as well as a variety of additional networked electronic information services (INFOACCESS).

Nominations and applications with complete resumes should be addressed to: Dr. Patrick J. Browne, Vice-President (Academic), Administration Building, University of Saskatchewan, SASKATOON, Saskatchewan, S7N 0W0, by October 15, 1993.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENGINEERING

UNIVERSITY OF NEW BRUNSWICK - The Department of Chemical Engineering, University of New Brunswick, invites applications for a tenure track position beginning July 1, 1994. The Department is seeking a candidate with a Ph.D. in Chemical Engineering and a strong background in mass transfer phenomena with interests in adsorption and diffusion in microporous solids. Duties include teaching and graduate supervision and research. Candidates will need a Doctoral degree with Post Doctoral experience in applied research. Applications with curriculum vitae and names and addresses of three referees should be sent to: Dr. J.C. Picot, Chairman, Department of Chemical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 3A3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK - Mechanical Engineering. Applications are invited for a tenure-track position at the Assistant Professor level. The department is looking for research expertise in manufacturing and mechanical systems. Candidates should have completed a PhD degree, be eligible for registration as a Professional Engineer in the Province of New Brunswick, and have a commitment to teaching and research. Applications should include curriculum vitae and names of three referees should be sent to: Dr. H.G. Ridd, Department of Mechanical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 3A3. Preference will be given to Canadians or landed immigrants. This position is subject to budgetary approval by the University. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF TORONTO, Department of Mechanical Engineering. The Department of Mechanical Engineering at the University of Toronto invites applications for an academic tenure stream position at the rank of Assistant Professor in the area of Elasticity. Candidates must have effective teaching ability and will be expected to make a major contribution to the Undergraduate and Graduate Design courses and to the development of knowledge of advanced mechanical engineering design. Research strengths should be directed to the integration of computer-based systems with the emerging fields of mechanical engineering. Applicants must have a doctoral degree, an outstanding academic record, and be prepared to obtain professional registration. Salary is commensurate with qualifications. Start date is July 1st, 1994 or earlier. Applicants should include in their responses a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of this application. Letters of application should be addressed to: Professor I.G. Carr, Acting Chair, Department of Mechanical Engineering, University of Toronto, 278 King's College Road, Toronto, Ontario, M5S 1A5. The closing date for all applications to be received is September 15, 1993. In accordance with Canadian immigration requirements, priority will be given to applications from Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people, and persons with disabilities.

UNIVERSITY OF GUELPH - School of Engineering. We invite applications for a full-time tenure-track position in Engineering Systems and Computing commencing January 1, 1994. The intention is to appoint an Assistant Professor level position. However, higher levels will be considered if the applicant will have a PhD or equivalent, preferably with specialization in engineering systems and computing. Design experience in the development of systems and computing (e.g. assist in the design and development of computer-aided engineering education, and (e) be eligible for registration as a Professional Engineer in the Province of Ontario. The position is removed from its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about \$25 million annually. The University offers a quality life style with excellent career growth opportunities. It calls back to over 12,000 full-time undergraduate and graduate students an environment of over 100 faculties and a rich cultural atmosphere. It is large enough to offer the diversity and challenge of a much larger university. Located a short drive from Toronto, Waterloo and the Lake Erie Golden Horseshoe, the University of Guelph's campus of 440 ha offers the convenience of a city with the spaciousness and freedom of the country. The University is one of the few universities whose one in this climate zone in Ontario, has become one of the most popular tourist attractions in the Guelph area. The School of Engineering has 434 undergraduate students and 130 research students. The school's mandate is to provide the best possible education to its students and to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to budgetary approval. Applications (including a curriculum vitae and the names and addresses of three referees) should be submitted to: Dr. J. H. Carr, Department of Mechanical Engineering, University of Guelph, Guelph, Ontario, N1G 2W1. Btnt. Fax: (519) 836-0227.

UNIVERSITY OF TORONTO, Department of Electrical and Computer Engineering. The Department of Electrical and Computer Engineering at the University of Toronto invites applications for a tenure-stream Assistant Professor position in the area of microelectronics. The applicant is expected to have a strong interest in circuit design with an emphasis on high speed mixed analog/digital applications. The position involves both research and teaching at the undergraduate and graduate levels. Applicants must have a doctoral degree in electrical engineering, an outstanding academic record and effective teaching ability. The position is supported by Bell North Research/Northern Telecom Electronics Research and Development. Additional research support may be available through the Natural Sciences and Engineering Research Council of Canada (NSERC) Research Partnership Program. Salary is commensurate with qualifications and experience. Applications should include a curriculum vitae, a statement concerning teaching and research interests, and a list of three referees. Start date is September 1st, 1993 or later. Please forward applications to: Dr. J. H. Carr, Department of Electrical and Computer Engineering, University of Toronto, Toronto, Ontario M5S 1A4 Canada. The appointment will be made as soon as possible after the closure date. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, aboriginal people, and physically challenged persons.

CARLETON UNIVERSITY - The Department of Electronics and Computer Engineering at Carleton University invites applications for a Research Associate position. The position is a Research Associate with the research program of the high speed digital systems research group. The successful candidate must have a minimum M.Eng. degree or equivalent in electronics. Experience in VLSI design of high speed analog and digital circuits, submission of papers to international conferences and journals, and applications. The candidate is expected to demonstrate good working knowledge in VLSI design tools and simulators, RF and microwave design tools and simulators, and in high frequency circuit testing including wave probing. The candidate should also demonstrate a commitment to teaching as a liaison between the university and the industrial partners of the NSERC chair. The closing date for this application is September 30. Carleton University is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a letter of application, and curriculum vitae with names, addresses and telephone numbers of three referees to: Dr. Martin Snelgrove, Department of Electronics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 Canada FAX: (613) 788-5708.

INSTITUT D'ETUDES CANADIENNES DE MCGILL

L'institut, qui doit sa création à un don de 10 millions de dollars versé à l'Université McGill, dispensera des enseignements au niveau des trois cycles et mènera des recherches et d'autres activités se rapportant au Canada. L'institut s'emploiera à mieux faire comprendre le secteur des études canadiennes et à exercer une influence marquée sur les politiques du gouvernement.

DIRECTEUR(ICE)

L'institut cherche à pourvoir le poste de directeur(trice) qui sera responsable de la réalisation des objectifs de l'institut au cours de ses premières années d'existence. Le directeur, ou la directrice, qui entrera en relations au cours de l'été 1994, sera nommé conjointement par l'institut et un département d'attache à l'Université McGill.

Le/la candidat(e) retenu(e) doit être un(e) chercheur(e) inventif(ve) et de renom dans le domaine des sciences sociales ou humaines. Le/la doit être bilingue et avoir à cœur les buts visés par l'institut. Le/la doit avoir fait la preuve d'un profond engagement à l'égard de l'enseignement et des étudiants de compétences en administration et d'un sens aigu des relations humaines. Échéance de dépôt des demandes: le 15 octobre 1993.

AUTRES POSTES A POURVOIR

L'institut doit également pourvoir d'autres postes permanents ou avec possibilité de permanence. Les titulaires occuperont des postes jumelés à l'institut et dans un département universitaire compétent. Les candidat(e)s retenu(e)s doivent avoir un excellent palmarès ou potentiel de recherche, selon le stade d'avancement de leur carrière, dans n'importe quel domaine des sciences sociales ou humaines, mais avec une polarisation marquée sur le Canada. Ils/elles doivent également avoir un profond engagement à l'égard de l'enseignement et des étudiants. Échéance de dépôt des candidatures: le 30 novembre 1993.

Veuillez adresser vos dossiers de candidature et demandes de renseignements à: John McCallum, doyen, faculté des arts, Université McGill, 853, rue Sherbrooke ouest, Montréal (Québec) H3A 2T6.

Conformément à la législation canadienne en matière d'immigration, cette annonce s'adresse avant tout aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill souscrit à l'équité en matière d'emploi.

apply. Carleton University is committed to equality of employment opportunities for all people, including women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Applicants should send a curriculum vitae including educational background, employment history, research interests, and a statement of interest in the area of Environmental Engineering, to: Dr. A.G. Razaupur, Acting Chair, Department of Civil and Environmental Engineering, Carleton University, 1255 Colonel By Ave., Ottawa, Ontario, Canada K1S 5S6. Telephone: 613-788-3951. Applications will be reviewed until a suitable candidate is selected prior to 15 October 1993. This position is subject to budgetary approval.

UNIVERSITY OF TORONTO - The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream faculty position in the area of Civil Engineering. Individuals with expertise in the properties of concrete and related materials and with industrial experience are invited to apply. Applicants should hold a Ph.D. and be eligible for registration as a Professional Engineer in Ontario. The successful candidate will be expected to teach materials courses at both the undergraduate and graduate level, demonstrate research and high quality research, and be able to contribute to the teaching of other civil engineering courses. Salary commensurate with experience and qualifications. Detailed resume with names of references should be sent to Professor Richard M. Soberman, Chair, Department of Civil Engineering, University of Toronto, 33 St. George Street, Toronto, Ontario, M5S 1A4, Tel: (416) 978-3096. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people, and physically challenged persons. The date of appointment is 1 January 1994, or as soon thereafter as possible. Closing date for receipt of applications is 29 October 1993.

THE UNIVERSITY OF TORONTO - The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream faculty position at the Assistant Professor level in the area of Environmental Engineering commencing 1 January 1994 or thereafter. The ideal candidate in candidates with strong research interests in one or more of the following areas: physical, chemical, and biological process technology for advanced water, wastewater and hazardous waste treatment and disposal; educational background and practical experience in advanced laboratory methods and/or mathematical modelling of environmental processes would be a definite asset. Candidates with occasionally strong backgrounds in other aspects of Environmental Engineering would be seriously considered. Applicants should hold a doctoral degree or equivalent and have a demonstrated commitment to teaching and research in the university environment. The successful candidate will be expected to conduct research and supervise graduate students in his or her field of interest, teach postgraduate and undergraduate courses in Environmental Engineering (particularly in water and wastewater analysis and treatment, waste management and environmental control) and assist in the teaching of other engineering courses at the undergraduate level. Applicants should send a curriculum vitae, a statement concerning research and teaching interests, and a list of at least three referees to: Professor Richard M. Soberman, Chair, Department of Civil Engineering, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. Closing date for receipt of applications is October 29, 1993. Salary is commensurate with qualifications and experience. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons.

THE UNIVERSITY OF WATERLOO, Department of Chemical Engineering is seeking faculty members at the Assistant or Associate Professor levels. The Chemical Engineering Department has 22 professors specializing in areas such as: Biomedical Engineering, Catalysis and Reaction Design, Environmental and Polymer Control, Extractive and Process Metallurgy, Electrochemical Engineering, Mathematical Analysis, Statistics and Control, Polymer Science and Engineering, Transport Phenomena, Flow Porous Media and Enhanced Oil Recovery.

more. Candidates for positions should have teaching/research interests in one or more of these areas. We are particularly interested in attracting individuals with training in Environmental Engineering. Successful candidates will have a Ph.D. degree, the P. Eng. qualification and some industrial experience in the field of interest. Applications, consisting of a curriculum vitae, a statement of research interests, and a list of at least three referees, should be sent to G.L. Bennett, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University encourages applications from qualified women and men, and persons with disabilities. This appointment is subject to budgetary approval. **UNIVERSITY OF WATERLOO - The Department of Electrical and Computer Engineering at the University of Waterloo** is seeking candidates for appointment to tenure track faculty positions. Applicants are invited in the areas of communications, digital circuits or systems, computer software systems and software engineering, semiconductor devices including polycrystalline devices and integrated circuits, and power systems (transmission, distribution and utilization). The department also welcomes applications for definite-term appointments in information technology with preference given to persons with experience in computer networks and communications, and microelectronics. The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhee, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, and persons with disabilities. This appointment is subject to the availability of funds.

ENGINEERING/PHYSICS

SIMON FRASER UNIVERSITY - The School of Engineering Sciences and the **Department of Physics** invite applications for a joint tenure-track position as Assistant Professor, effective September 1, 1994 or earlier. The successful applicant will have a background in electrical engineering and a strong record of research in the design and fabrication of advanced compound semiconductor electronic or photonic devices. Working with current faculty members, he or she will lead at the graduate and undergraduate levels in Engineering Science, supervise student projects and theses, and participate in industrial interactions. Prior industrial experience is an asset. Engineering Science and Physics together provide an exciting educational environment with very high academic standards and an outstanding record of grant and continued funding. A state-of-the-art MOCVD growth system will be commissioned this year as phase one of a major funded initiative of the two departments. Local industry offers many opportunities for collaborative research, and strong industrial links are characteristic of the program and expected of faculty members. This academic environment is balanced by the natural and cultural ambience of one of the most attractive cities in North America. The university itself enjoys a spectacular mountain setting, a short drive from downtown Vancouver. This position is subject to final budgetary authorization. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. To apply, send a curriculum vitae, copies of your three most significant papers and the names of three referees to: Dr. J.K. Cavers, Director, School of Engineering Sciences, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada, by September 30, 1993.

ENGLISH

UNIVERSITY OF NEW BRUNSWICK - The Department of English at the University of New Brunswick invites applications for a probationary tenure-track appointment at the rank of Assistant Professor, effective 1 July 1994 and subject to final budgetary approval. Applicants must hold the Ph.D. and must have a Renaissance Literature as their primary area of specialization. Preference will be given to those with a particular interest in Shakespeare. Interested individuals

should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Roger Plouffe, Acting Chair, Department of English, University of New Brunswick, P.O. 4400, Fredericton, NB, E3B 5A3. The deadline for applications is 30 November 1993. In accordance with Canadian Immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity. Applicants from women are encouraged.

UNIVERSITY OF ALBERTA - The Department of English, University of Alberta, invites applications for two tenure stream positions at the Assistant-Professor level, effective July 1, 1994. The Department plans to make one or more appointments, subject to available funding, in the following areas for which the deadline for receiving applications is October 31, 1993: 1) Non-dramatic Renaissance Literature, 2) Nineteenth-Century British Literature (two positions, with one appointment in poetry). Applications from persons who have a substantial background in more than one area of the discipline, who have interdisciplinary and/or Cultural Studies expertise, or who can teach literary theory with an emphasis on rhetoric, and those who are able to teach generalist as well as specialized courses are particularly welcomed. The appointments will be at the floor of the Assistant Professor level (1992-93 salary of \$40,035). The English Department at the

University of Alberta has 67 tenure-track faculty members, approximately 150 graduate students, 50 English honours students, and over 700 majors from Arts and Education; faculty members typically teach courses from first-year to graduate level. New faculty members will be assigned a reduced teaching load during their first year of appointment and are eligible to apply for a small start-up grant for research. Staff members are also eligible to apply to university programmes in support of research and attendance at conferences. Candidates should ask three referees to send letters directly to: Dr. Shirley Neuman, Chair, Department of English, University of Alberta, Edmonton, Alberta, Canada T6G 2E5. Candidates should also send the Chair a letter of application, a complete curriculum vitae, and the names of the referees, and should arrange for the Chair to receive graduate and undergraduate transcripts. Only complete applications received by



ST. FRANCIS XAVIER UNIVERSITY

DIRECTOR COADY INTERNATIONAL INSTITUTE

St. Francis Xavier University invites applications for the position of Director, Coady International Institute. Established in 1959, the Coady International Institute is a non-academic department of St. Francis Xavier University. The Institute operates from its own facilities located on the University campus at Antigonish, Nova Scotia. The Institute is committed to Third World development. It brings to this exercise a learning approach and the University's insights in community work gained since the 1920's and known internationally as the Antigonish Movement. It conducts courses and consultations at Antigonish during June-December and provides services on request in the Third World during January-May each year. It has a staff of 9 professionals, a specialized library and has developed a large network of Canadian and Third World resource persons it mobilizes for its work.

The Director will:

- provide leadership to staff having both academic and professional expertise;
- develop the Institute in the rapidly changing development scene;
- work towards building the financial resource base of the Institute;
- strengthen linkages with the Institute's various constituencies;
- engage in teaching and overseas activities of the Institute.

This challenging assignment will require a candidate who:

- a strong grounding in the humanities or social sciences, preferably at the Ph.D. level;
- an understanding of development and of NGO development work;
- experience in Third World development work;
- a broad range of management experience.

Added advantages will be knowledge of French/Spanish/Portuguese or any Third World language and managerial experience of working in consortia.

The Director reports to the President, St. Francis Xavier University. He/she will have faculty status and will be an ex officio member of the University Board of Governors and Senate. The salary for this position is commensurate with qualifications and experience. The appointment is normally for a six-year term.

The effective date of appointment is June 1, 1994

Closing date for applications is October 15, 1993

Interested candidates should send a letter of application, curriculum vitae and three letters of reference to:

Dr. David J. Lawless, President
St. Francis Xavier University
Antigonish, NS B2G 1C0
Fax: (902) 867-2177

Memorial University of Newfoundland

EPIDEMIOLOGIST

The Faculty of Medicine, Memorial University of Newfoundland seeks a full-time tenure-track faculty member in the general area of chronic diseases epidemiology, to fill a position in the Division of Community Medicine.

Specific qualifications required are:
1) an MD degree with additional training in epidemiology, or a PhD degree in epidemiology
2) demonstrated research ability.

Responsibilities will include maintaining an active research program and contributing as appropriate to the teaching programs of the Division of Community Medicine and Faculty of Medicine.

Level of appointment will be consistent with the qualifications of the successful applicant.

Epidemiology is an area of ongoing emphasis in the Faculty of Medicine; particular opportunities exist for collaboration in the areas of oncology, human genetics, health care delivery, and clinical epidemiology. The Division of Community Medicine maintains an active liaison with the Department of Health, Government of Newfoundland and Labrador, in areas of health care planning and research.

The position is available from March 1994, however an earlier appointment date is possible.

Applications, including curriculum vitae and the names of at least three referees should be directed to:

Dr. Jorge Segovia, Associate Dean
Division of Community Medicine
Faculty of Medicine, Memorial University of Newfoundland
St. John's, Newfoundland A1B 3V6
CANADA

The closing date for applications is 15 October 1993.

In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents of Canada.

Memorial University is committed to employment equity.



NATIONAL UNIVERSITY OF SINGAPORE

FACULTY OF BUSINESS ADMINISTRATION

LECTURERS/SENIOR LECTURERS/ASSOCIATE PROFESSORS

Applications are invited from candidates who are able to teach in one or more of the following areas at the BBA and MBA levels:

BUSINESS POLICY
Business Policy and Strategy
International Business
Strategic Management
Management of Technology

FINANCE AND BANKING
Corporate Finance
Financial Markets and Institutions
International Finance and Banking
Risk Management and Insurance
Accounting

ORGANISATIONAL BEHAVIOUR
Personnel Management/Human Resource Management
Comparative Management/Cross-cultural Studies
Organisational Behaviour
Mass Communication

MARKETING
Strategic Marketing
Business Marketing
International Marketing
Marketing Research
Consumer Behaviour

Applicants should possess a PhD degree from an accredited university. Those who expect to complete their doctoral programme soon may also apply. New PhD holders begin their career as Lecturers.

Besides appointments on normal 3-year contracts, visiting appointments for one or two years may also be considered. Gross annual emoluments range as follows:

Lecturer	S\$51,500 - 65,620
Senior Lecturer	S\$59,970 - 106,030
Associate Professor	S\$93,700 - 129,870

(S\$1.00 = S\$1.25 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered. In addition, a 13th month allowance and an Annual Variable Component may be payable under the flexible wage system applicable to staff on normal contracts.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits of an end-of-contract gratuity, a settling-in allowance of S\$1,000 or S\$2,000, subsidised housing or a housing allowance, education allowance for up to three children subject to a maximum of S\$16,425 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

Within the Faculty of Business Administration is the Centre for Business Research and Development which fosters private sector-university-government interaction in activities relating to business research and development and the Centre for Management of Technology which focuses on research and training on technology management.

All academic staff have access to the following computer and telecommunication resources: a networked microcomputer (an IBM compatible or Apple Macintosh), an IBM mainframe computer with 18 MIPS of computing power, an NEC SX supercomputer with 650 MFLOPS of computing power, departmental laser printers, a wide spectrum of mainframe and microcomputer software, voice-mail. The campus-wide network, which is based on the high speed optical fibre based FDDI technology, links up all the academic staff and student microcomputers, UNIX workstations and provides access to the mainframe computer, the supercomputer, UNIX hosts, the on-line catalogue, CD-ROM databases, Teletext, Internet and BIT-NET.

Application forms and further information on terms and conditions of service may be obtained from:

The Director
Personnel Department
National University of Singapore
10 Kent Ridge Crescent
Singapore 0511

The Director
North America Office
National University of Singapore
55 East 59th Street
New York, N.Y. 10022, U.S.A.
Tel: (212) 751-0331

Enquiries may also be sent through INTERNET to: PERTANK@LEONIS.NUS.SG, or through Telex: (65)7783948.



QUEEN'S NATIONAL SCHOLARS

(Faculty Appointments)

QUEEN'S UNIVERSITY AT KINGSTON invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or mid-career stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

A maximum of four awards will be available in 1993/94. Appointments under this special program will be either bridging appointments to regular tenure-track positions or special shorter term appointments.

Prior to submissions of a full application, contact should be made with the appropriate department head to discuss the position(s) which may be available. Each full application should include a curriculum vitae and a brief statement of current and prospective research interests (if not included in the vitae). Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is October 15, 1993 for decision in December 1993 or January 14, 1994 for decision in March 1994.

Applications and letters of reference should be sent to: The Head(s) of the department(s) of the applicant's field(s) of study, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

the deadlines listed above will be considered; candidates are responsible for ensuring that transcripts and letters of reference are received by the Department in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

QUEEN'S UNIVERSITY The Department of English of Queen's University expects to be able to make a renewable (tenure-track) appointment at the Assistant Professor level from July 1, 1994, in the field of Canadian literature. Strong in Postcolonial/Commonwealth literature would also be an asset. Minimum qualifications include the PhD and a postgraduate research record in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. The University is willing to help the spouse of a new appointee seek suitable employment. The closing date for applications is November 5, 1993. For information, contact Dr. J. M. Logan, Head, Department of English, Queen's University, Kingston, Ontario K7L 3N6.

ST. MARY'S UNIVERSITY Department of English invites applications for a three (3) year term appointment at the rank of Assistant Professor. The effective date of appointment is September 1, 1994. Candidates should hold a PhD with a specialization in linguistics and/or rhetoric and composition theory. The successful candidate will be expected to teach courses in the history of the English language and in language and gender. These courses form part of an interdisciplinary program in linguistics and gender studies which include introductory level

courses in composition and literature. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. St. Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Letters of application with curriculum vitae, university transcripts, and three (3) letters of reference should be sent to: Dr. W.R. Katz, Chairperson, Department of English, St. Mary's University, Halifax, Nova Scotia B3H 3C9. Closing date for applications is November 15, 1993.

UNIVERSITY OF WESTERN ONTARIO The Department of English, University of Western Ontario, invites applications for a tenure-track position at the rank of Assistant Professor from July 1, 1994. Salary will be appropriate to qualifications and experience. We are particularly interested in candidates with a demonstrated expertise and interest in one of the following: Restoration/Eighteenth Century, Early or Nineteenth-Century American Literature, Middle English, 1100-1500. The completed PhD or equivalent, as well as promise and some experience in teaching and research are minimum qualifications; some published work would be advantageous. Send application, dossier or curriculum vitae (including transcripts), and three letters of reference to: Paul Gaudin, Chair, Department of English, The University of Western Ontario, London, Ontario N6A 3K7. Fax: (519) 861-3660. Applications must be received by November 3, 1993. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal people, and persons with disabilities.

ENVIRONMENTAL HEALTH

UNIVERSITY OF ALBERTA - Environmental Health Sciences. Applications

are invited for a tenure-track position at the assistant professor level in the environmental health sciences with emphasis on toxicology and health risk assessment. Interested candidates should have a PhD and a background in analysis, in combination with health-related training in the life sciences, for the purposes of developing novel methods of contaminant exposure assessment, biomarkers, molecular dosimetry and toxicological analytical approaches. The position will be affiliated with the Environmental and Occupational Health Programs of the Department of Health Services Administration and Community Medicine, Faculty of Medicine. Candidates will be expected to develop an active laboratory-based research program, perform in a collaborative interdisciplinary research environment, teach in areas of environmental toxicology and risk assessment and provide input in the training of inter-disciplinary graduate students. The current salary range for assistant professor rank is \$40,035 to \$57,003 with the appointment level being commensurate with qualifications and experience. A letter of application accompanied by a full curriculum vitae, a description of research interests and full names, addresses, telephone and fax numbers for referees should be directed to: Dr. Steve E. Huxley, Eco-Research Chair in Environmental Risk Management, Environmental Health Program, Faculty of Medicine, 13-103 Clinical Sciences Building, University of Alberta, Edmonton, Alberta T6G 2G4. Telephone: (403) 492-6807; Fax: (403) 492-0364. The closing date for complete applications is November 30, 1993. Effective date of employment is expected to be January 1, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ETHICS

THE HOSPITAL FOR SICK CHILDREN - Ethics - The Bioethics Department, The Hospital for Sick Children, Toronto invites applications for the position of Director, effective July 1, 1994. The successful candidate will have a PhD in philosophy/bioethics/medical ethics with experience in university teaching and in a clinical setting, as well as demonstrated

expertise in administration, research and teaching. The Director's responsibilities include financial and development functions within the Department; liaison with various Hospital groups; participation in relevant professional, government and private sector committees; ethics consultation with patients, parents and staff. Applicants should forward a letter of application with a cv, representative publications and the names and addresses of three referees to: Dr. J. M. Logan, Head, Department of English, Queen's University, Kingston, Ontario K7L 3N6. Closing date for applications is November 5, 1993.

FAMILY PRACTICE

UNIVERSITY OF BRITISH COLUMBIA - Applications are sought for a Research Assistant or Research Associate to serve as the principle collaborator for the Integrated Health Research Director. The successful candidate must have at least a Master's in Epidemiology, Biostatistics or related disciplines. Experience in the management of large data sets within the health domain is required. Duties will include the provision of first line statistical support to the Director and research colleagues in epidemiology, nursing, pediatrics and family practice. A multidisciplinary approach to both high risk and normal pregnancies will be the focus of the work of the research unit. Duties will include: preparation of proposals, statistical consultation, data management, analysis and display. This is a one-year appointment with the possibility of renewal. Salary depends on qualifications and experience. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date: September 30, 1993. Anticipated start date: October 1, 1993. Please send curriculum vitae and names of three referees to: Dr. Michael Klein, Professor of Family Practice, Head of Family Practice Research, 4500 Oak Street, Vancouver, B.C. V6H 3N1, telephone: (604) 875-2441; (604) 875-3435; email: miklen@unix.ubc.ca.

FILM STUDIES

UNIVERSITY OF MANITOBA - The Department of English at the University of Manitoba invites applications from

qualified persons for a tenure-track position in Film Studies at the rank of Assistant Professor, beginning July 1, 1994 (subject to budget approval). Applicants must have by the time of appointment a PhD in film studies or a related discipline. Duties will include teaching and research in film studies. Teaching experience is required, publications are desirable. Practical experience in filmmaking is a desirable asset. The 1993-94 salary for Assistant Professors is \$34,862.00 (subject to review). Salary will be commensurate with experience and qualifications. The University of Manitoba is an equal opportunity institution for women and men, including visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. Applications, curriculum vitae and three letters of reference should be sent to: Professor John Flaherty, Department of English, Flaherty Atrium Building, 28 Truman Way, University of Manitoba, Winnipeg, R6T 5T6. Deadline for completed applications is December 15, 1993.

FOOD MICROBIOLOGY

UNIVERSITY OF SASKATCHEWAN - The Department of Applied Microbiology and Food Science is a large, growing department. An Assistant Professor position available September 30, 1993 and must be filled by a person with a PhD in Microbiology and Food Science. The position offers an exciting opportunity for a faculty member to interface with both of these disciplines. Responsibilities include: a new, \$92 million College of Agriculture Building and existing excellent research and teaching facilities and equipment. Applicants must have a PhD in Food Science or in Microbiology. The position is well funded, independent research program combining these areas of study. Teaching responsibilities include undergraduate and graduate Food Microbiology courses, a course in quality control/sanitation, and part of a course on Food Food Processing along with graduate and undergraduate student supervision. The successful candidate is expected to work closely with the department in the development of new industry in the area of food safety. The successful candidate will have demonstrated ability with good communication skills and demonstrated creativity. Applications should include curriculum vitae, transcripts, a statement of research and teaching interests, names and addresses of three referees, and a photocopy submitted to: Alan R. McCurdy, Head, Department of Applied Microbiology and Food Science, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The University of Saskatchewan is committed to the principle of employment equity and welcomes applications from all qualified candidates including aboriginal people, persons with disabilities, visible minorities and women. This position has been cleared for advertising at the two-tiered level. Individuals are invited from qualified individuals regardless of their immigration status in Canada.

FORESTRY

UNIVERSITY OF NEW BRUNSWICK - Faculty of Forestry. The Department of Forest Resources invites applications for a full-time, tenure-track position in the Faculty of Forestry at the rank of Assistant Professor level. A PhD, or equivalent qualifications, and a minimum of five years of experience in the environmental issues associated with natural resource management is desirable. The Faculty of Forestry offers degrees at the bachelor's, master's and PhD levels. The appointee will develop

PHYSICS

The Department of Physics invites applications for a tenure-track position at the rank of Assistant Professor, beginning no later than September 1994. The interested candidate should have a PhD in Physics with outstanding grades in any area will be given serious consideration. A broad spectrum of research background is being sought out in the high energy theory is carried out in the phenomenological to the fundamental, with areas in QED, electroweak theory, general field theory, as well as gravitational and string theories. There are presently four faculty members and six research associates in the area. The department also has an active energy experimental group working on the CLEO, CESR and ZEUS detectors, as well as active groups in Condensed Matter Physics, Heavy Ion Nuclear Physics, Nuclear Physics with Neutrons and Theoretical Atomic Physics. The minimum salary for Assistant Professor is \$40,035. Applications together with a detailed curriculum vitae and three reference letters should be sent to: Dr. S. Das Gupta, Chair, Department of Physics, McGill University, 3600 University Street, Montreal, Quebec, Canada H3A 2T4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. An equal opportunity institution in employment.

UNIVERSITY OF TORONTO

Department of Psychology

The Department of Psychology at the University of Toronto (St. George Campus) invites applications for a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, beginning July 1994, in the area of Cognitive Psychology. The candidate must have a Ph.D. in the relevant area or be near completion and have a strong research record. Expertise in memory and/or attention is desirable as is a neuropsychological or cognitive science orientation. Salary will be commensurate with qualifications and experience. A curriculum vitae and three letters of recommendation should be sent to Robert S. Lockhart, Department of Psychology, University of Toronto, 100 St. George St., Toronto, Ontario, Canada M5S 1A1. Application deadline is October 31, 1993.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal people, and persons with disabilities.

Assistant Professor School of Native Studies

The School of Native Studies has an opening for an academic position. This position is a tenure track appointment for an Assistant Professor. This position will fill one of the following areas:

- 1) Aboriginal government and political studies
- 2) Economic Development studies
- 3) Dene or Inuit Language studies
- 4) Cultural studies - Humanities, Literature, Art, Music with an overall focus on the traditions, changes and revitalization in Native culture

Qualifications: Candidates with a multi-disciplinary background and an understanding of Native Studies perspectives will be given preference. A strong teaching and research background in Native Studies, plus an ability to create courses and update existing courses is required. Fluency in a Native language is an asset. MA required, PhD (or the equivalent in experience) preferred. Candidates having expertise in more than one of the four areas listed will be given extra consideration. The School aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The successful candidate is expected to be dedicated to and demonstrate

excellence in undergraduate teaching in the liberal arts tradition, at all levels of the undergraduate experience and to conduct research in areas of expertise.

Salary: The University of Alberta salary (1992-93) for an Assistant Professor for a \$40,035 per annum minimum. Depending upon the qualifications and experience of the successful candidate, an appointment may be made at a higher salary than the minimum.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications should include a curriculum vitae, transcripts, teaching evaluations, samples of published work, and the names of three referees. Send to:

James Dempsey,
Director,
School of Native Studies
11023 - 90th Avenue
University of Alberta
Edmonton, Alberta
T6G 1A6

Closing date: November 1, 1993

FAX: (403) 492-0527

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

Faculty Positions Department of Occupational Therapy

Applications are invited for three (3) full-time tenure track positions in the Department of Occupational Therapy at the University of Alberta for July 1, 1994, or earlier if suitable candidates are found. Candidates must possess a PhD degree. A background in occupational therapy is preferred, but other areas will be considered.

Successful applicants will be expected to teach in the undergraduate and graduate program and maintain an active research program. Salary will be commensurate with qualifications. Assistant Professor range: \$40,035 to \$57,003 per annum.

The Faculty of Rehabilitation Medicine offers BSc and MSc degrees in Occupational Therapy and a PhD in Rehabilitation Science. The Faculty is housed in a newly renovated and refurbished facility providing excellent resources for teaching and research.

The deadline for receipt of applications is December 31, 1993.

Qualified applicants should send a curriculum vitae, a statement of teaching and research interests, and the names of three (3) referees to:

Dr. Jim Vargo, Acting Dean
Faculty of Rehabilitation Medicine
3-48 Corbett Hall
University of Alberta
Edmonton, Alberta, Canada
T6G 2G4

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given to nominees with no more than five years experience beyond completion of the PhD unless the candidate has withdrawn from scientific activity for family-related reasons. The 1993-94 Assistant Professor salary range is from \$40,622.55 to \$53,621.77 annum, depending on experience. The Department of Land Resource Science is a multidisciplinary academic unit with an international reputation. It is composed of 18 faculty and strong undergraduate and graduate programs. There are excellent opportunities for collaborative research with other units on campus as well as a number of government and university departments in Canada and abroad. Eligible applicants should send a letter of interest, curriculum vitae, NSERC forms 101 and 214, and the names of three referees by October 31, 1993 to Dr. B.D. Kay, Chair, Department of Land Resource Science, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities and members of visible minorities. This appointment is subject to final budgetary approval.

LAW & SOCIETY

YORK UNIVERSITY. Faculty of Arts, Division of Social Science. A tenure-track position at the assistant professor level, commencing July 1, 1994. The Division houses an Honours BA degree programme in Law and Society (not affiliated with the departments of Anthropology, Economics, History, Philosophy, Political Science, Psychology, and Sociology). The successful applicant will be

required to teach interdisciplinary courses at the undergraduate level which link law and social science disciplines with reference to public policy and social science theory. Candidates must have a PhD degree or equivalent and a strong scholarly record; a law degree is useful but not required if research and work experience have dealt with law-related aspects of the social sciences, or with the relation of law to the social sciences. Interdisciplinary teaching experience is preferred. Applicants, with CV and names of three referees, should be sent to: John Mulheisen, Chair, Division of Social Science, York University, North York, Ont. M3J 1P3. Candidates should request their referees to send letters of reference directly to the Chair. Deadline for applications is October 31, 1993. This position is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents.

LEGAL STUDIES

UNIVERSITY OF ALBERTA - Faculty of Extension, Director, Legal Studies Program. Applications are invited for the position of Director, Legal Studies Program, Faculty of Extension. The successful candidate will be responsible for the intellectual leadership, administration, development, operation, and evaluation of the Faculty's program of legal education for adults and for raising funds to support the program. The Director will also engage in scholarly activities and will represent the Faculty on local, provincial and national bodies involved in legal education matters. This is a full-time appointment at the rank of professor (with tenure). The salary range is \$35,000 -

\$42,000. Effective date of appointment is January 1, 1994 (negotiable). This position will be of interest to those with extensive experience in developing, administering, marketing and financing public legal education programs and services. Applicants must have an LL.B. degree and be admitted to the Bar in a Canadian jurisdiction. Experience in the practice of law in Alberta is desirable. Applicants must also demonstrate a history of leadership in the field of public legal education and a commitment to research and publishing in the field. Experience with other levels of education, including continuing professional education, would be desirable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application should be submitted with a curriculum vitae and the names of three referees by September 30, 1993 to: Dr. Dennis Fohn, Dean, Faculty of Extension, University of Alberta, Centre, University of Alberta, Edmonton, Alberta T6G 2T4. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

LIBRARY & INFORMATION STUDIES

UNIVERSITY OF ALBERTA - The School of Library and Information Studies, Faculty of Education, University of Alberta. Applications for a tenure track Assistant Professor position in the area of reference and information services, including online searching and bibliographic instruction, to begin January 1, 1994. An interest in one of the following subject areas is also desirable: archives and records management, information resources in science and technology,

government publications, conservation and preservation, and children's and young adult materials. Candidates should possess a doctorate, or be nearing completion of one, and an ALA-accredited master's degree. Candidates should have a strong commitment to teaching, research, and publication. Candidates should have a broad knowledge of information technologies, effective interpersonal skills for interaction in an academic environment, and an interest in student advising. The successful candidate will supervise research at the masters and possibly doctoral levels. The School benefits from the collegiality of a small unit, as well as from the many opportunities and resources offered by Canada's second largest university, including a progressive research library and up-to-date computer facilities. The School also strives to maintain excellent relationships with its professional community. Salary range for Assistant Professor is \$40,623 to \$46,000. Applicants, including the names of three referees, should be forwarded by October 31, 1993 to: Dr. Sheila Bertram, Director, School of Library and Information Studies, Room 3-20 Rutherford South, University of Alberta, Edmonton, Alberta T6G 2M4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, members of visible minorities, and women.

MATHEMATICS & STATISTICS

YORK UNIVERSITY. Faculty of Arts, Department of Mathematics and Statistics. Applications are invited for a tenure-

track position at the assistant professor level, to commence July 1, 1994, subject to budgetary approval. The successful candidate will be expected to have a strong and established research record in Discrete Mathematics. Preference will be given to candidates with a strong background in combinatorics and graph theory. Applicants must have a completed PhD and proven teaching abilities. Applicants should send a resume, and arrange for three letters of recommendation to be sent directly to: Prof. Georges Monette, Chair, Department of Mathematics and Statistics, Faculty of Arts, York University, North York, Ont. M3J 1P3. Fax: (416) 736-5757. E-mail: monette@mathstat.yorku.ca. Deadline for applications is December 1, 1993. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MICROBIOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Microbiology and ROYAL UNIVERSITY HOSPITAL, Department of Clinical Microbiology. Applications are invited for the position of Clinical Microbiologist at the Royal University Hospital, Saskatoon. The applicant will also have an academic appointment in the Department of Microbiology, College of Medicine, University of Saskatchewan. Applicants should have a PhD and/or M.D. with a strong research interest in research. Certification in medical microbiology is required. The Department of Clinical Microbiology in the Royal University Hospital contains sections of bacteriology (includes mycology, parasitology and serology), mycobacteriology, virology, and test development. The applicant will

join three existing senior staff members, with the departmental staff numbering 30. The Royal University Hospital is a 500 bed teaching hospital with the Section of Infectious Disease housed within the Department of Medicine, with cross appointment to Department of Microbiology. The Department of Microbiology contains 11 faculty. The academic environment emphasizes immunology, virology, medical microbiology, bacterial physiology and genetics. The department has an active graduate degree program at the M.Sc. and PhD levels, including a PhD program in Clinical Microbiology. The successful applicant will have clinical service responsibilities (fitting with his or her background). Participation will be expected within the teaching responsibilities of the hospital and university-based departments. Development of an independent research program is also expected, with collaboration in existing research programs in the hospital and university being encouraged. The University of Saskatchewan is committed to the principles of employment equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. A current curriculum vitae and a statement of research interests, including names of three referees, should be sent to: Dr. Louis Duvalier, Head, Department of Microbiology, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. Deadline for replies: September 30, 1993.

MIDDLE EAST & ISLAMIC STUDIES

UNIVERSITY OF TORONTO - Department of Middle East and Islamic Studies. Tenure-stream Assistant Professorship in Islamic religious thought. Candidates

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The University of Northern British Columbia is a new university and the province's fourth publicly funded. With a main campus located in Prince George, population 72,000, UNBC will offer a range of undergraduate and graduate programming in Arts, Science, Social Science and Professional programs as well as research specifically targeted to meet the needs and interests of northern British Columbia. We will also develop international contacts primarily in the Circumpolar North and the Pacific Rim.

PROGRAMME CHAIRS

FACULTY OF ARTS & SCIENCES

ENGLISH (93-EN1)

The programme will combine contemporary literature, with literary criticism and comparative literature.

ANTHROPOLOGY (93-AN1)

The programme will focus on Circumpolar and Pacific Rim Ethnography, Medical Anthropology or Art/Museology.

WOMEN'S STUDIES (93-WS1)

The programme will be interdisciplinary and emphasize Feminist Epistemology and methodology including Feminism and Science.

CHEMISTRY (93-CM1)

Research should be interdisciplinary. Focus should be on organic or inorganic Chemistry.

PHYSICS (93-PH1)

Research should be interdisciplinary. Focus may be in Biophysics or Environmental Physics.

FACULTY OF MANAGEMENT & ADMINISTRATION

BUSINESS ADMINISTRATION (93-BA1) WITH A FOCUS IN ONE OF THE FOLLOWING AREAS:

Marketing
Accounting
Finance
International Business

As Chair, you will report to the Dean and will be responsible for communications, organization, administration and other duties within the academic unit while retaining your scholarly commitment to research and teaching a PhD or high-level academic qualification appropriate to the field is expected.

A record of significant scholarly achievement, demonstrated academic leadership ability and dedication to the maintenance of high quality in undergraduate and graduate programmes is a must. You should also possess exceptional administrative skills including budget preparation and management ability. Candidates will be expected to be appointed at the rank of Professor with the initial Chair appointment set at a five-year (renewable) term. Salary will be commensurate with qualifications and experience.

In keeping with our commitment to excellence in education, we are seeking professionals with an interdisciplinary perspective within Northern Studies, First Nations Studies, Women's Studies, Environmental Studies or International Studies (Circumpolar North and Pacific Rim), and appropriate research/teaching specializations. These opportunities call for professionals to join our educational team to fill our remaining Programme Chair positions.

POLITICAL SCIENCE (93-PS1) WITH A FOCUS IN ONE OF THE FOLLOWING AREAS:

Canadian Politics
Comparative Politics
Public Administration

ECONOMICS (93-EC1) WITH A FOCUS IN ONE OF THE FOLLOWING AREAS:

Regional Economic Development
Comparative Industrial Organization
Economic Theory

FACULTY OF NATURAL RESOURCES & ENVIRONMENTAL STUDIES

GEOGRAPHY (93-GE1)

The Chair should have a research interest in Geomorphology, Hydrology or Economic Geography.

ENVIRONMENTAL STUDIES (93-ES1)

An interest in Land Use Planning or some aspect of Environmental Science is required.

BIOLOGY (93-BG1)

Biological Studies at UNBC are at the organismic level and majors in Wildlife, Fisheries and Plant Biology will be offered. The philosophy and area of interest of the Chair should reflect the nature and areas of emphasis of the programme.

OUTDOOR REC/TOURISM (93-OR1)

The chair will administer a programme which examines the components of developing and/or maximizing recreation potential relying on marketing, facilities, interpretation and management, and integrating that potential with other natural resource areas.

Please forward your resume and the names of three referees, quoting the appropriate Competition No. Preference will be given to resumes received before October 1st, 1993. Director of Human Resources, University of Northern British Columbia, P.O. Bag 1950, Station A, Prince George, BC V2L 5P2.

THIS ADVERTISEMENT IS DIRECTED TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO THE PRINCIPLES OF EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

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doles must hold a PhD degree. The focus is on the mainstream of medieval Islamic religious thought, including mysticism. Through command of classical Arabic essential. Demonstrated ability to conduct research and to teach advanced undergraduate and graduate courses utilizing primary source materials. Ability to relate to contemporary Islamic intellectual currents in issue. Position effective July 1, 1994. Salary to be determined according to qualifications and experience. The current floor is \$38,200. Candidates are requested to send a C.V. and to arrange for three letters of reference to be sent directly to: Professor Maria Eva Sublety, Chair, Department of Middle East and Islamic Studies, University of Toronto, Toronto, Ontario, Canada M5S 1A1. Review of applications will begin after December 1, 1993. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women of color, members of visible minorities, aboriginal peoples and persons with disabilities.

MUSIC

THE UNIVERSITY OF ALBERTA, Department of Music. Applications are invited for a full-time tenure track position in Music Theory at the level of the Assistant Professor level, subject to budgetary approval (1992-93 salary range from \$40,035.00). Applicants should have a completed PhD in Music Theory and have demonstrated excellence (or potential for excellence) in teaching and research. Competence in and familiarity with a wide variety of theoretical approaches to music, both historical and contemporary, and evidence of interest in interdisciplinary scholarship are desirable. Duties

will include the teaching of undergraduate and graduate courses in theory, thesis supervision, and an active program of research and publication. Letter of application, curriculum vitae, three confidential letters of reference, and two examples of papers or publications should be sent to: Dr. Wesley Berg, Chair, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada, T6G 2G9. Appointment date: 1 July 1994. Application deadline: 15 October 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

NEUROBIOLOGY

MCGILL UNIVERSITY - The Montreal Neurological Institute (MNI) has established a new research group of molecular and/or cellular neurobiologists to study mechanisms of neuronal survival. Ongoing research within the group is focused on neurogenesis, neuronal growth, and neurotrophic factors. The group is seeking to hire two new members with related research interests who will be based at the level of assistant or associate professor within McGill University's Faculty of Medicine. The group is currently housed in newly developed laboratory space and provided with ample set-up funds. The academic environment and collaborative potential for neuroscience at the MNI, at McGill and the Montreal Neurological Institute, is exceptional. The University of Montreal is a cosmopolitan, bilingual city known for its high quality of life. Applications should be sent to: Dr. Freda O. Miller, Co-ordinator, Centre for Neuronal Survival, Montreal Neurological Institute, 3801 University Street, Montreal, Quebec,

Canada, H3A 2B4. The deadline for receipt of applications is November 30, 1993. McGill University is committed to equity in employment.

NEUROSCIENCES

UNIVERSITY OF OTTAWA - Ottawa Civic Hospital. Research Associate - Neurophysiology/Neuropharmacology. The Neuroscience Research Program in the Loeb Research Institute at the Ottawa Civic Hospital and University of Ottawa is seeking a Research Associate holding a PhD and/or MD degree to identify and study neurotransmitter and peptide receptors, ligand- and voltage-activated channels, ion channels and second messenger mechanisms in mammalian CNS neurons involved in hydromineral balance, cardiovascular and autonomic nervous function. Requirements are: minimum 5 postdoctoral years experience in an internationally recognized lab, experience with brain slice and explant preparations, tissue culture, dissociated cells and oocyte expression system; demonstrated ability and published (lead authorship on peer-reviewed publications) in *in-vitro* patch clamp recordings and data analysis. Position requires teaching and lab supervision. Salary and benefits commensurate with experience. In accordance with Canadian immigration regulations, this advertisement is directed first, but not solely, to Canadian citizens and permanent residents. Please forward a CV with names of 3 references and a statement of goals/interests by September 15, 1993. Dr. Leo Renard, Director, Neurology/Neurosciences, Ottawa Civic Hospital and Loeb Research Institute, 1053 Carling Ave., Ottawa, Ontario, Canada K1Y 4E9.

UNIVERSITY OF OTTAWA - Ottawa Civic Hospital. Molecular-Cellular Neuro-

scientists. The Neuroscience Program at the Loeb Research Institute and the Division of Neurology at the Ottawa Civic Hospital, a University of Ottawa teaching hospital, is seeking 2 qualified candidates, one at the assistant professor level (PhD and/or MD with at least 3 yrs post-doc training), and one at the level of established investigator (with an internationally competitive track record). Candidates must demonstrate excellence, originally and productively in molecular and/or cellular neurobiology. You will join a program whose clinical focus is stroke/ischemic and degenerative/movement disorders. Research is supported by a neuroscience research group (9 PIs) who use cell and molecular biology and electrophysiology to study cell-cell communication and neurotransmission, membrane trafficking, mechanisms of neuronal response to ischemia, CNS regulation of hydromineral and cardiovascular homeostasis. Preference will be given to applicants using molecular approaches directed to post-receptor signal transduction. In accordance with Canadian immigration regulations, this advertisement is directed first, but not solely, to Canadian citizens and permanent residents. Please forward a CV with names of 3 references and a statement of goals/interests by September 15, 1993. Dr. Leo Renard, Director, Neurology/Neurosciences, Ottawa Civic Hospital and Loeb Research Institute, 1053 Carling Ave., Ottawa, Ontario, Canada K1Y 4E9. We support equal opportunity and a smoke free environment.

UNIVERSITY OF SASKATCHEWAN - The Neuropsychiatry Research Unit. University of Saskatchewan, invites applications for two professional research associates supported by research grants, beginning as soon as convenient. Applicants should possess an M.D. and/or PhD degree in an appropriate discipline

(e.g. neuroscience, pharmacology, medicine) with at least two years post-doctoral training and a record of recognized research and publications in the field of neuropsychiatry, neuropsychology and cell biology. Position I requires experience in amine oxidases, primary neuronal and astroglial cultures, cell adhesion, monoclonal antibodies, immunoassays and endothelial injury. Position II requires experience in drug metabolism of neuroleptics, neurotoxicity, cell cycle, programmed cell death, organic synthesis and quantitative analyses. Candidates should send: letter of application, curriculum vitae, graduate transcripts, reference letters, and the addressee of three references to: Professor Peter H. Yu, Neuropsychiatry Research Unit, Medical Research Building, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, by October 15th, 1993. Salary will be commensurate with qualifications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada. The University of Saskatchewan is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons.

OBSTETRICS & GYNECOLOGY

THE UNIVERSITY OF ALBERTA, Department of Obstetrics and Gynecology invites applications for a Research Scholar to join a developing research centre for maternal, fetal and neonatal research. This position will be funded through an external agency, but the incumbent will enjoy the privileges of the University Academic rank at the level of Associate Professor; salary range \$38,223 - \$71,725. Qualifications include a PhD or equivalent degree and a demon-

strated pattern of high quality research productivity. Preference may be given to applicants who also hold a clinical degree. A limited clinical practice may be negotiated. Since the granting of this award is by competition and is made on the basis of excellence, preference will be given to applicants with demonstrated ability to acquire research grants. The major responsibility will be the establishment of a research program, preferably with a focus on maternal-fetal physiology in the area of placental function and cardiovascular regulation. There will also be a 10-15% commitment of time towards teaching. Rank and salary will be commensurate with experience. Commencement date is negotiable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a curriculum vitae, a statement of research interests and career goals, and the names of three references to: Dr. B.F. Mitchell, Chairman, Department of Obstetrics and Gynecology, University of Alberta Hospitals, Edmonton, Alberta T6G 2B7. Deadline for receipt of applications is October 31, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

THE UNIVERSITY OF ALBERTA, Department of Obstetrics and Gynecology invites applications for a full-time academic appointment at the level of Assistant Professor or higher for a subspecialist with a minimum of two years' accredited training in Maternal-Fetal Medicine. Eligibility for licensure in the Province of Alberta and certification by the Royal College of Physicians and Surgeons of Canada are required. Duties will include a limited clinical subspecialty practice, teaching at both the undergraduate and graduate levels and active partici-

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The University of Northern British Columbia is a new university and the province's fourth publicly funded. With a main campus located in Prince George, population 72,000, and regional campuses in Terrace and Fort St. John, UNBC will offer a range of graduate and undergraduate programming in Arts, Science, Social Science and Professional programs as well as research specifically targeted to meet the needs and interests of northern British Columbia. We will also develop international contacts primarily in the Circumpolar North and the Pacific Rim.

In keeping with our commitment to excellence in education we are seeking professionals with an interdisciplinary perspective within Northern Studies, First Nations Studies, Women's Studies, Environmental Studies, or International Studies (Circumpolar North and Pacific Rim) and appropriate teaching/research specialization. For positions not located at Prince George, note locations as marked *Terrace or †Fort St. John. All of these positions are subject to budgetary approval.

FACULTY ACADEMIC POSITIONS

FACULTY OF ARTS & SCIENCES

ANTHROPOLOGY

2 positions from the following categories: 93-A1

- Medical/Biological
- Ethnohistorian
- Ethnoscience

HISTORY † (1 POSITION IN FORT ST. JOHN)

- Canadian/Native/Women's Studies 93-H1
- American West: Native/Women/Environment 93-H2
- European/Social/Expansion since 18th Century 93-H3
- Northern Europe 93-H4

COMPUTER SCIENCE

- Hardware (especially parallel architectures) or networking 93-CS1
- Software Eng., Systems Analysis/Design, Database 93-CS2

MATHEMATICS † (1 POSITION IN TERRACE)

- Applied Mathematics (especially biomathematics) 93-M1
- Analysis (especially functional or complex analysis) 93-M2
- Algebra or Topology 93-M3
- Statistics 93-M4

CHEMISTRY

4 positions from the following categories: 93-C1

- Physical Chemistry
- Organic Chemistry

PHYSICS

3 positions from the following categories: 93-P1

- Biophysics
- Theoretical (Quantum)
- Environmental Physics

ENGLISH † (1 POSITION IN FORT ST. JOHN)

- 19th/18th Century 93-EN1
- Technology, Literature & Communication 93-EN2
- 17th/16th Century (with interests in medieval studies) 93-EN3
- Contemporary/Modern Literature 93-EN4

FIRST NATIONS † (1 POSITION IN TERRACE)

- Aboriginal Languages & Cultures 93-FN1

3 positions from the following categories: 93-FN2

- Traditional Cultures, Contemporary Issues, Women's Studies, Philosophy, Resource & Environment Issues, Community Development & Health

FACULTY OF HEALTH & HUMAN SCIENCES

NURSING

- Community Continuing Care 93-N1
- Advanced Clinical Nursing 93-N2
- Community Health/Public Health 93-N3
- Community Acute Care 93-N4
- Management 93-N5
- First Nations Nursing 93-N6

SOCIAL WORK † (1 POSITION IN TERRACE)

- Northern & Remote 93-SW1
- Comparative Policy 93-SW2
- First Nations Practice 93-SW3
- Community Development & Social Planning 93-SW4
- Substance Abuse, Mental Health & Medical 93-SW5
- Social Work Practice - Families & Children 93-SW6

PSYCHOLOGY † (1 POSITION IN FORT ST. JOHN)

- Experimental Methods/Program Evaluation 93-PY1
- Health 93-PY2
- Clinical 93-PY3
- Cognition/Learning 93-PY4
- Human Development 93-PY5
- Clinical/Health 93-PY6
- Tests & Measures 93-PY7

A commitment to the maintenance of high quality in undergraduate and graduate teaching is essential as is a record of scholarly achievement or demonstrated potential. A record of securing financial support for research is required as the ability to illustrate how your research activities fit with areas of relevance to UNBC. A PhD or highest academic qualification appropriate is expected or evidence of other scholarly or professional accomplishments which, in special circumstances, may substitute for degrees. Rank and salary will be according to experience and qualifications.

IF YOU HAVE PREVIOUSLY APPLIED FOR A POSITION AT UNBC AND ARE QUALIFIED FOR ANY OF THESE POSITIONS, PLEASE REAPPLY. PLEASE APPLY FOR EACH POSITION SEPARATELY INCLUDING A RESUME AND COMPETITION NO.

EDUCATION

- Education Evaluation 93-E1
- Curriculum Development 93-E2
- Counselling-Guidance 93-E3
- Counselling-Special Needs 93-E4
- Communication Skills 93-E5

FACULTY OF MANAGEMENT & ADMINISTRATION

BUSINESS ADMINISTRATION † (1 POSITION IN TERRACE)

8 positions from the following categories: 93-BA1

- Accounting
- Finance
- Marketing
- Human Resource Management/Industrial Relations
- Management Science
- Strategic Management/Business Policy

POLITICAL SCIENCE

- Political Theory 93-PS1
- Comparative Politics 93-PS2
- Public Administration 93-PS3
- Canadian Politics 93-PS4

ECONOMICS

- Regional Economic Development 93-EC1 (Fort St. John)
- Health/Social Services Economics 93-EC2
- Quantitative Methods & Theory 93-EC3 (2 positions)
- Comparative Industrial Organization 93-EC4
- Natural Resources Economics 93-EC5

INTERNATIONAL STUDIES

- Canadian Foreign Policy 93-IS1
- Russian Language/Culture 93-IS2
- Global Resources 93-IS3
- Circumpolar North 93-IS4
- Japanese Language/Culture 93-IS5

FACULTY OF NATURAL RESOURCES & ENVIRONMENTAL STUDIES

ENVIRONMENTAL STUDIES † (1 POSITION IN TERRACE)

- Land Use/Regional Planning 93-ES1
- Atmospheric 93-ES2
- Energy Dev. 93-ES3
- Environmental Modelling/Engineering (may be cross appointed with Computer Science) 93-ES4

FORESTRY

- Soils 93-F1
- Silviculture 93-F2
- Forestry/Wildlife 93-F3
- Plant Ecology 93-F4
- Entomology 93-F5
- Planning 93-F6
- Mensuration (may be cross appointed with Mathematics) 93-F7
- Plant Physiology 93-F8
- Products 93-F9
- Harvesting 93-F10
- Resource Sociology/Regulation 93-F11

OUTDOOR RECREATION/TOURISM

- Interpretation 93-OR1
- Ecotourism 93-OR2
- Marketing & Development 93-OR3

GEOGRAPHY

- Hydrology 93-G1
- Geomorphology 93-G2
- Economic 93-G3 (Fort St. John)
- Cultural Geography 93-G4

BIOLOGY

- Fisheries/Limnology 93-BY1
- Wildlife 93-BY2
- Genetics/Evolution 93-BY5
- Microbiology 93-BY4
- Ethnobiology 93-BY6
- Plant Taxonomy 93-BY8
- Ethnobotany 93-BY7
- Population/Community Ecology 93-BY9

FOR EACH, APPLICANTS WITHIN THE COMPETITIONS (WHERE A SPECIFIC COMPETITION NO. IS NOT IDENTIFIED FOR A REGIONAL CAMPUS) SHOULD INCLUDE WHETHER THEY ARE APPLYING FOR POSITIONS IN PRINCE GEORGE OR AT THE REGIONAL CENTRES OR WHETHER THERE ARE NO PREFERENCES. Forward your resume and the names and addresses of three references by Nov. 15th, 1993 to: Director of Human Resources, University of Northern BC, P.O. Bag 1950, Station A, Prince George, BC V2L 5P2

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position in research. Preferences will be given to applicants with basic science training to enable interactions with Scientists in the field of Perinatal Research. Appointment will be at Assistant or Associate Professor level; salary ranges \$40,035 - \$70,035 and \$40,423 - \$71,725 respectively. Rank and salary will be commensurate with experience. Commencement date is negotiable. Deadline for receipt of applications is October 31, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal peoples, disabled persons, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a curriculum vitae, a statement of research interests and career goals, and the names of three referees to: Dr. B.F. Mitchell, Chairman, Department of Obstetrics and Gynecology, University of Alberta Hospitals, Edmonton, Alberta T6G 2R7.


OCCUPATIONAL THERAPY THE UNIVERSITY OF MANITOBA - School of Medical Rehabilitation. Applicants are invited for a full-time probationary position at the rank of Instructor II in the Division of Occupational Therapy, School of Medical Rehabilitation, University of Manitoba. Primary responsibilities of the position include program development, coordination, and teaching in the fieldwork component of the Occupational Therapy program. Other teaching and scholarly activities are to be negotiated. The position requires an occupational therapist with the following preferred qualifications: a Master's degree, a background in fieldwork supervision, and experience in program development. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities. Aboriginal people, and persons with disabilities. The University provides a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Salary and rank will be commensurate with experience and qualifications. A letter of application identifying your experience with student supervision and/or program development, curriculum vitae, and the names of three referees, should be submitted by October 1, 1993, to: Ann D. Booth, Chair, Occupational Therapy Search Committee, School of Medical Rehabilitation, University of Manitoba, Room 258-770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3.

OTOMPTOMETRY UNIVERSITY OF WATERLOO - Applications are being accepted for two full-time research otomptologists at the Centre for Contact Lens Research, School of Optometry, University of Waterloo. Specific duties will include conducting clinical trials (patient examination), writing research protocols and reports, data analysis, clinical photography, posttest presentation preparation, and participation in other applied research projects. Applicants should have an O.D. degree or equivalent optometric qualification and a graduate degree. Preference will be given to applicants who have experience in contact lens research. Salary is \$35,000, negotiable according to experience. The position is contractually fixed for an initial period of two years and renewal is contingent upon funding. This is a University staff position. Inquiries and/or letters of application with a current resume should be submitted to: Desmond Frank, Director, Centre for Contact Lens Research, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

OUTDOOR RECREATION LAKEHEAD UNIVERSITY - The School of Outdoor Recreation, Parks and Tourism invites applications for a probationary (tenure-track) appointment at the Assistant Professor level, commencing January 1, 1994. Duties include teaching and research in the field of outdoor recreation leadership and resource tourism. Preference will be given to applicants who can also contribute to the broader theoretical and applied aspects of the School's program. Candidates should have a PhD, successful teaching experience at the university level and demonstrated research ability. Salary will be commensurate with experience and qualifications. This appointment is subject to final budgetary approval. The deadline for applications is November 1, 1993. Interested applicants should send a curriculum vitae and the names of three referees to: Dr. B.J. Payne, Acting Director, School of Outdoor Recreation, Parks and Tourism, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1. (807) 343-8758 (voice); (807) 343-3523 (fax). In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

PATHOLOGY UNIVERSITY OF BRITISH COLUMBIA - Department of Pathology, Post Doctoral Fellow. The Department of Pathology has positions available for recent postdoctoral scientists (PhD and/or MD) devoted to studies of inflammatory diseases and related disorders in cellular, molecular, cellular and molecular approaches are being taken to address questions regarding the basis of infectious and immune-mediated diseases. Specific projects focus on cellular and virus-host interactions in the pathogenesis of disease. Independent researches will work in an exciting, collegial and progressive environment and interact with many others in vascular biology, rheumatology, genetics, virology, immunology and transplantation. Salary will be commensurate with qualifications and experience. Anticipated start date is November 1, 1993. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please forward curriculum vitae, statement of research experience and goals, and names of three referees to: Dr. Bruce McManus, MD, PhD, Professor and Head, Department of Pathology, University of British Columbia, Cardiovascular Research Laboratory, St. Paul's Hospital, 1081 Burrard Street, Vancouver, B.C. V6Z 1Y6, Canada. Telephone: (604) 631-5009; Facsimile: (604) 631-5150.

DAHOUSIE UNIVERSITY - Experimental Neuropathologist: Nova Scotia. A vacancy has been created in the Faculty of Medicine, Dalhousie University, Halifax, N.S., for an experimental neuropathologist. The incumbent will be expected to collaborate in the multi-disciplinary activities of the Neurosciences Institute, Dalhousie University, and must have a strong research background in the study of Alzheimer's Disease. The incumbent will be required to have research experience, such as psychology, physiology, or clinical neurology. It is also highly desirable that the candidate have postgraduate and undergraduate teaching experience. A full-time academic appointment will be made in the Department of Pathology. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Institution. The Department encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Applications should be accompanied by curriculum vitae, names and addresses of three referees, and addressed to: Dr. M. Moss, Head, Department of Pathology, Sir Charles Tupper Medical Building, Dalhousie University, Halifax, NS B3H 4H7.



McGILL INSTITUTE FOR THE STUDY OF CANADA


The Institute, which was made possible by a \$10 million gift to McGill University, will carry out undergraduate and graduate teaching, research, and other activities related to Canada. The Institute will seek to increase our understanding of Canada, foster an interdisciplinary approach, breathe new life into the field of Canadian Studies, and have a significant impact on public policy.

DIRECTOR Applications are sought for the position of Director, who will assume primary responsibility for achieving the Institute's objectives in its first years of operation. The Director, who will begin his or her term in the summer of 1994, will be jointly appointed to the Institute and a home department at McGill University.

The successful candidate will be an innovative and leading scholar in the social sciences or humanities. He or she will be bilingual and personally committed to the goals of the Institute. A strong commitment to teaching and students, as well as proven administrative and interpersonal skills, are also required. The closing date for applications is **October 15, 1993**.

OTHER ACADEMIC APPOINTMENTS Applications are also sought for other tenure or tenure-track positions. Appointees will hold joint appointments in the Institute and the relevant academic department. Successful applicants will have a strong research record or research potential, depending on stage in career, in any branch of the social sciences or humanities, but with a clear focus on Canada. Successful applicants will also have a strong commitment to teaching and students. The closing date for applications is **November 30, 1993**.

Applications and inquiries should be directed to: John McCallum, Dean, Faculty of Arts, McGill University, 853 Sherbrooke St. West, Montreal, Quebec H3A 2T6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.



Dean, Faculty of Engineering University of Windsor

A medium-sized university with a solid reputation in teaching, research, and scholarship, the University of Windsor offers a friendly and supportive environment for both living and learning. It is Canada's southernmost university, situated on a compact and attractive campus. Its proximity to Detroit allows the 11,000 full-time students, 5,000 part-time students, 500 faculty and 800 staff to enjoy the benefits of an urban environment.

The Faculty of Engineering comprises four departments: electrical, civil and environmental, industrial and mechanical (including engineering materials). With 44 faculty members, 700 undergraduate and 115 graduate students, and numerous research assistants and post-doctoral fellows, the Faculty offers a vibrant climate for instruction, scholarship, and industry-related research. All departments are engaged in a successful co-operative education program.

Reporting to the Vice-President (Academic), the Dean is expected to provide the Faculty with dynamic leadership in teaching and research. The successful candidate will have a demonstrated record of achievement in teaching, research, and administration. The Dean must be committed to academic excellence as well as educational and employment equity.

The initial five-year appointment could be effective January 1, 1994 and is renewable for one further term. The University of Windsor is committed to the principle of employment and education equity and welcomes applications from aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Applications and nominations should include a complete curriculum vitae and the names of three referees. The review of the applications will begin on September 15, 1993. Responses should be directed to the address shown at left. A more detailed Position Profile is available upon request.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Communicative Disorders at the University of Western Ontario invites applications for a full-time position in Speech-Language Pathology. The appointment is at the level of Instructor I or II, a full-time position which is renewable. This position requires previous clinical and supervisory experience in the areas of child language and fluency disorders in both children and adults. Duties will include supervision of undergraduate student clinical practicum, teaching, collaborative research and in-service training. Applications should be submitted to: Dr. M. Moss, Head, Department of Pathology, Sir Charles Tupper Medical Building, Dalhousie University, Halifax, NS B3H 4H7.

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Communicative Disorders at the University of Western Ontario invites applications for a full-time position in Speech-Language Pathology. The appointment is at the level of Instructor I or II, a full-time position which is renewable. This position requires previous clinical and supervisory experience in the areas of child language and fluency disorders in both children and adults. Duties will include supervision of undergraduate student clinical practicum, teaching, collaborative research and in-service training. Applications should be submitted to: Dr. M. Moss, Head, Department of Pathology, Sir Charles Tupper Medical Building, Dalhousie University, Halifax, NS B3H 4H7.

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SCHOOL OF POLICY STUDIES

QUEEN'S UNIVERSITY AT KINGSTON

CHAIR IN ENVIRONMENTAL POLICY Queen's University invites applications for a Chair in Environmental Policy.

The University is seeking a leader in the field of environmental policy. The Chairholder will develop a major research program, serve as director of a new Environmental Policy Centre within the School of Policy Studies, and contribute to teaching in the field.

Applicants should have an outstanding record of research and teaching, and an ability to work with researchers in both the social and natural sciences. They should also have a demonstrated capacity to provide leadership, and to contribute to wider public debates about environmental policy.

This position carries a tenured or tenure-stream appointment. Substantial funding for the Chair and the associated research program is being provided by contributions from the private sector and the federal government's Green Plan. Further information about the position is available from the School of Policy Studies.

Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Closing date for applications is October 7, 1993. Please send curriculum vitae and the names of three referees to:

**Director
School of Policy Studies
Queen's University
Kingston Ontario Canada K7L 3N6
Tel (613) 545-6555 Fax (613) 545-6606**

appointed as a Visiting Professor. Fellows will be expected to undertake a small amount of teaching, to make a presentation to the Faculty, and to contribute to the intellectual life of the Department and the Faculty. The Department is interested in receiving applications from specialists in all areas of public policy, including theory, history, local government, Canadian, comparative, and international, and in any substantive field such as social policy, economic policy, etc. The Department has twenty-five members, many of whom have policy interests. It has a full range of undergraduate and graduate programs, including an MPA in Local Government. It has strong links with other departments in the Faculty, some of which are assured through the Political Economy Research Group. There is a strong visiting speakers' program. The Faculty offers excellent research support, which includes the facilities of the Social Science Computing Laboratory, London is a very pleasant city of 300,000 people, 100 kilometres west of Toronto, with excellent public services and convenient rail and air links to Canada and the U.S.A. Send letter of application, a current curriculum vitae and the names and addresses

of three referees to: Public Policy Selections Committee, Department of Political Science, The University of Western Ontario, Social Science Centre, London, Ontario, Canada N6A 5C2. Closing date for the July 1, 1994 - June 30, 1995 positions is November 15, 1993. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF NEW BRUNSWICK - The Department of Political Science is inviting applications for a tenure track position in the field of Comparative Politics in International Relations at the Assistant Professor rank. The successful candidate will instruct students at the undergraduate and graduate levels as well as participate in offering the introductory political science course. A completed PhD is preferable. Candidates naming

completion are also invited to submit applications. This appointment will take effect on July 1, 1994. Applications, including a Curriculum Vitae and the credential assessments of three referees, should be sent to: Chairperson, Department of Political Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3, Tel: (506)453-4506, Fax: (506)453-4755. The deadline for the receipt of applications is December 31, 1993. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF TORONTO - The Department of Political Science is inviting applications for a tenure track position in the field of Comparative Politics in Industrial Societies. Preference will be given to those with an interest in American government. The position will be at the rank of Assistant Professor beginning July 1994. Applicants should have a PhD or be near completion and have a strong record in undergraduate teaching. Teaching responsibilities will be at the graduate and undergraduate levels. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal people, and persons with disabilities. Applicants should have 3 referees send letters of recommendation and separate cover to the address below. Applicants should also send a current curriculum vitae to: Professor Robert O. Matthews, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada, M5S 1A1. Deadline: November 12, 1993.

POLITICAL STUDIES

LAKEHEAD UNIVERSITY - The Department of Political Studies at Lakehead University invites applications for a probationary (tenure-track) appointment at the assistant professor level, commencing January 15, 1994. The successful applicant would teach in the area of the comparative politics of developed areas, particularly Europe. An ability to teach in Canadian politics, including Canadian public policy, would be an asset. Candidates should have a PhD or be near completion. Salary will be commensurate with experience and qualifications. This appointment is subject to final budgetary approval. The deadline for applications is October 15, 1993. Interested applicants should send a curriculum vitae and the names of three referees to: Dr. A.D. McQuill, Acting Dean of Arts & Science, Lakehead University, P.O. Box 1150, Thunder Bay, Ontario, P7B 5E1 (807)343-8758 (voice), (807)343-8023 (Fax). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University encourages applications from women, members of visible minorities, aboriginal peoples and persons with disabilities.

PROFESSIONAL OFFICER

THE MCGILL ASSOCIATION OF UNIVERSITY TEACHERS (MAUT), an organization which serves the academic faculty at McGill University, is seeking a Professional Officer, President, and Secretary. The existing Administrative Assistant and is accountable to the MAUT Executive. The position is for the position and post-secondary education or equivalent training in a discipline related to industrial relations, public administration, law, information science or research. Experience with employment negotiations, labour-man-

agement studies, educational issues and database analysis is highly desirable. The successful candidate should possess good communication and interpersonal skills and be able to work effectively under stress as a team player with a diverse group of staff members. Also, the candidate must be capable of taking the initiative and working independently to provide advice and counsel on a wide range of issues related to MAUT's goals. Responsibilities will include: maintaining files with several committees, the acquisition and analysis of data, the preparation of reports, briefs, press releases and newsletters; and assistance with grievances and bargaining. The candidate will work effectively in both English and French as an asset. The MAUT is committed to employment equity. MAUT offers a competitive salary and benefit package and compensation will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications with the names of three referees (including address and telephone number) are invited by September 30, 1993 and should be sent to: The President, McGill Association of University Teachers (MAUT), 3495 Peel Street, Room 202, Montreal, Quebec, H3V 1V4. Fax: (514)398-6937.

PSYCHIATRY

UNIVERSITY OF BRITISH COLUMBIA - Eating Disorders Applications are invited for a grant tenure track position as Assistant Professor, Eating Disorders and Clinical Director, Eating Disorders Program, St. Paul's Hospital. Psychiatrists with qualifications in the treatment of eating disorders, several years' experience in managing treatment programs and a demonstrated excellence in this field are encouraged to apply. Salary will be commensurate with experience and qualifications. MAUT encourages all qualified applicants especially women, aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should submit a curriculum vitae, a list of publications and the names and addresses of three referees by September 30, 1993 to: Dr. W.J. Livesley, Department of Psychiatry, University of British Columbia, 2255 Westbrook Mall, Vancouver, B.C. V6T 1V6.

PSYCHOLOGY

MCGILL UNIVERSITY - The Department of Psychology at McGill University is seeking to fill a tenure-track position at the Assistant Professor level in Clinical Psychology. Desirable candidates will have completed applications by December 1, 1993, although late applications will be considered. The anticipated starting date of the appointment is September 1, 1994. The program in clinical psychology is strongly committed to the scientist-practitioner model and a demonstrated excellence in scholarly and clinical activities is required. A statement of interests, curriculum vitae, selected reprints, three letters of recommendation and other pertinent materials should be sent to: Elaine Duto, Ph.D., Director of Clinical Psychology, Department of Psychology, McGill University, 1205 Doctor Penfield Avenue, Montreal, Quebec, Canada H3A 2B4. Applications will be commensurate with experience and qualifications. The University of British Columbia encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons

UBC ASSISTANT PROFESSOR - WOOD MECHANICS GRANT TENURE TRACK DEPARTMENT OF WOOD SCIENCE FACULTY OF FORESTRY, U.B.C.

The Department of Wood Science is seeking candidates for an Assistant Professor (Tenure Track - Grant Term) position to undertake research and graduate and undergraduate teaching in the field of wood mechanics. The position is funded for an initial period of 5 years with the possibility of renewal depending on program achievements and the continued availability of external funding.

The candidate must develop an interdisciplinary research program in cooperation with academic and industrial research teams studying the fundamental behaviour of solid and composite wood products and structural assemblies as affected by wood ultrastructure, product organization and assembly procedures and the thermal, moisture, gravity and dynamic loads encountered in product development and use. Emphasis will be placed on basic research designed to lead to advanced wood products, wood product manufacturing and processing strategies and development of new knowledge at the forefront of the field of wood science.

Qualifications: Ph.D. in Wood Science or a related applied science with a specialization in the wood mechanics (at least one degree must be in Wood Science).

Experience: Candidates must have a demonstrated capability to conduct interdisciplinary research involving the application of engineering principles to the analysis and experimental verification of the physical and mechanical behaviour of wood products. Research experience in the industrial sector and eligibility for registration as a professional engineer are distinct assets.

Closing Date: October 1, 1993

Start Date: November 1, 1993

Salary: Salary will be determined by qualifications and experience

University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Submit covering letter with application, resume and references.

Direct applications for the position to: Dr. J. David Barrett, Head, Department of Wood Science, Faculty of Forestry, University of British Columbia, #389 - 2357 Main Mall, Vancouver, B.C., V6T 1Z4.



Technical University of Nova Scotia

DEAN FACULTY OF ENGINEERING

The Technical University of Nova Scotia invites applications for the position of Dean of the Faculty of Engineering. The appointment will normally be for an initial term of six years.

Established in 1907, TUNS confers undergraduate and graduate degrees in Engineering and Food Science, Architecture and Urban and Rural Planning, and Computer Science. The Technical University of Nova Scotia does not have first or second year undergraduate students, so the total enrolment of about 1,500 represents a senior student atmosphere in an urban setting.

The Faculty of Engineering consists of seven engineering departments, one service department, the Department of Applied Mathematics, and the Department of Food Science and Technology. The engineering departments are Agricultural, Chemical, Civil, Electrical, Industrial, Mechanical, and Mining and Metallurgical. Each engineering department, with the exception of one, deals with one discipline and is responsible for the undergraduate and graduate degree programs in that discipline. In the Faculty of Engineering, there are 70 faculty members, 33 staff and a student body in 1992/93 of 722 undergraduate students as well as 258 graduate students at the Master's and Ph.D. levels.

Candidates must be eligible for registration in the Association of Professional Engineers of Nova Scotia and must have achieved the level of distinction required for appointment at the full professor level in the Faculty of Engineering.

Applications and nominations including a curriculum vitae, names of three referees, and a brief statement of qualifications and achievements that indicate the merits and suitability of the candidate for the position should be submitted by October 15, 1993, to:

Dr. D.A. Roy, P.Eng.
Chairman

Search Committee for the Dean of Engineering
Technical University of Nova Scotia
P.O. Box 1000
Halifax, Nova Scotia B3J 2X4

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. TUNS is committed to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal people, people with disabilities and visible minorities.



SIMON FRASER UNIVERSITY Management of Technological Innovation In Cross-Cultural Contexts

Applications are invited for a tenure-track position at the Assistant or Associate Professor level. A Ph.D. (or appropriate experience) is required and candidates should have a record of (or strong potential for) research and publications, graduate student supervision, and teaching. Industrial experience in Management of Technological Innovation would be an asset and could compensate for lack of university experience.

The Department of Communication at Simon Fraser University is an interdisciplinary department in the Faculty of Applied Sciences, which also has as academic units, Engineering Science, Computing Science, Resource and Environmental Management, and Kinesiology. The Department of Communication, desiring to build on a tradition of examining the design, transfer, application and social consequences of technology, and on current strengths in both international communication and management of technological innovation, invites applications for a tenure-track position in Management of Technological Innovation with an emphasis on cross-cultural contexts. The position has been created to focus teaching and research on innovation in Canadian organizations operating in international and domestic cross-cultural contexts (especially involving Canadian and Asia-Pacific cultures). We define 'management of technological innovation' as the planning, design, development, and deployment of technological capabilities for the purpose of attaining the strategic and operational goals of organizations. The Department anticipates that communication/information technologies will be of particular interest in this regard.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers employment opportunities to qualified applicants. All appointments are subject to budgetary authorization.

Applications must be accompanied by a curriculum vitae, and the names, addresses and telephone numbers of three referees, and must be received by the Department Chairs office by October 15, 1993.

Chair's Office, Department of Communication,
Simon Fraser University
Burnaby, British Columbia, CANADA V5A 1S6
telephone: (604) 291-3470; Fax: (604) 291-4024

Chair, Department of Animal and Poultry Science Ontario Agricultural College

Applications are invited for the position of Chair, Department of Animal and Poultry Science at the University of Guelph. The position is available January 1, 1994. The appointment is for five years with consideration for renewal at the end of the term.

The Department of Animal and Poultry Science is one of 10 administrative units in the Ontario Agricultural College (OAC). It has close working relationships with units within the College, as well as with departments in the Ontario Veterinary College and the College of Biological Science. The Department has 40 faculty and professional staff members and 65 other staff. The undergraduate major in Animal and Poultry Science averages 55 students each year, and there are currently 38 M.Sc. students and 50 Ph.D. students enrolled. The department administers major research programs in beef, dairy, swine and poultry and includes the Centre for Genetic Improvement of Livestock.

The successful applicant will have a Ph.D. or equivalent with considerable experience in Animal Science, Poultry Science, or in a closely related field and will have demonstrated qualities of leadership and organizational ability. An ability to relate to the local animal industries and previous experience in teaching and research are essential.

The closing date for applications is October 15, 1993. Applications should include a curriculum vitae and the names and addresses of three persons who may be contacted for reference.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We, therefore, particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

Enquiries and applications, which will be treated in confidence, should be addressed to:

Dr. R.J. McLaughlin,
Dean,
Ontario Agricultural College,
University of Guelph,
Guelph, Ontario, N1G 2W1



Appointment is subject to final budgetary approval.

in cellular and/or molecular biology pertaining to asthma or other aspects of respiratory health and disease. The position will be for a full term and will be funded through an external agency, but the incumbent will enjoy the privileges of the University Academic Rank at which the appointment is made. Remuneration will be based on salary scales of the University of Alberta appropriate to the level of appointment. Successful applicants will devote 75% of their time to research. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit their curriculum vitae, names of

three referees, and an outline of their research interests and objectives to Dr. Paul Man, Director, Division of Pulmonary Medicine, The University of Alberta, Room WMC 2E-36, Edmonton, AB T6G 2E1. The closing date is November 1993. The University of Alberta is committed to the principles of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

SOCIAL WORK

MCGILL UNIVERSITY - The Centre for Applied Family Studies, located within

the School of Social Work at McGill University, is recruiting for two positions. Research Associate and Research Fellow. The Centre's mandate is to carry out a range of research and educational activities in applied family studies. Research Associate. This position, funded for a two- or three-year period, involves the development and implementation of research projects sponsored by the Centre. This individual will assist, and report to, the Centre's Director. Responsibilities include (1) conducting research, (2) preparing grant applications for the Centre, and (3) providing research consultation to the School's faculty and students, and to the members of the social work community. Applicants for this position should have a record of scholarship and success in securing external research funds, and have research and teaching experience in an area of family studies. Individuals with a doctorate (or equivalent) in social work (or a related discipline) are especially encouraged to apply. Post-Doctoral Fellow. This Fellowship, awarded for a two-year period, will provide opportunities for independent research under the supervision of the Centre's Director. Applicants for this Fellowship should have completed a doctorate in social work (or a related discipline) within the past three years. Salaries for both positions are competitive. Interested individuals are requested to submit a letter of interest, describing current research activities, and their curriculum vitae by October 15, 1993 to Dr. Jordan I. Kotsberg, Director of the Centre for Applied Family Studies, School of Social Work, McGill University, 3505 University Street, Montreal, Quebec H3A 2A7. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Ability to read and speak both English and French is highly desirable.

SOCIOLOGY

YORK UNIVERSITY - Faculty of Arts, Department of Sociology. Applications are invited for a tenure-track appointment in sociological theory and feminist theory, at the rank of assistant professor, commencing July 1, 1994. Desirable complementary areas are: social history and/or sexuality. The successful candidate will be expected to regularly teach a section of the Department's second-year foundation course, Sociological Theory. A Ph.D. is required. The position includes a scholarship related to the teaching of specialization, and demonstrated skills in teaching and commitment to research are required. Duties will include teaching at the graduate and undergraduate levels, a

programme of productive research, and involvement in departmental work. Salary is commensurate with qualifications. Applications, with CV, a letter stating interests relevant to the position, copies of three publications, and the names of three referees should be sent to: Prof. Peter Lauder, Chair, Department of Sociology, Faculty of Arts, York University, North York, Ont. M3J 1P3. Application deadline is September 30, 1993. This appointment is subject to final budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY AND ANTHROPOLOGY

WILFRID LAURIER UNIVERSITY - The Department of Sociology and Anthropology invites applications for a tenure-track appointment, beginning on July 1, 1994, and subject to budgetary approval. We are looking for a candidate who can contribute in at least two of the following primary areas - women and development, social inequality, social organization of knowledge, deviance, and in at least one of the following secondary areas - theories of the third world, development, feminism and education, race and ethnicity, sociological theory. Such a candidate should have a Ph.D. in Sociology and will be asked to submit evidence of superior teaching performance and commitment to research. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity, and offers a smoke-free working environment. Letters of application accompanied by a c.v. and names of three referees should be received no later than October 15, 1993 to: Chairperson, Recruitment Committee, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. FAX (519) 884-8854.

CARLETON UNIVERSITY - The Department of Sociology and Anthropology. Carleton University invites applications for two positions at the rank of associate or full professor of Sociology. Both positions are in the Department's core area of Lower and Social Inequality, including class, gender and race and ethnic relations. Applicants should have effective records of doctoral supervision in the area. Applications, a curriculum vitae, names of three referees, and copies of publications and/or reports of research in

CIVIL ENGINEERING

Applications are invited for a tenure track position in Civil Engineering which will be filled at the assistant or the associate level. The successful applicant will have a specialization in environmental engineering and will be expected to provide a lead in teaching in the area and in developing a research capability. Capability to provide teaching assistance in hydraulics and hydrology at the undergraduate level will be required. Applicants should have professional experience and recent research experience at, or beyond, the Ph.D. level. The successful candidate must be eligible for registration as a P.Eng. in Newfoundland. The engineering faculty has well established co-operative undergraduate and active graduate programs in the major disciplines. There are research and graduate programs in all areas of civil engineering. Applicants should send a curriculum vitae with the names of at least three referees and three representative publications to: Dr. R. Seshadri, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; REFERENCE: CIV-93-03; Fax #: (709) 737-4042. The closing date for applications is September 30, 1993. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. MEMORIAL UNIVERSITY OF NEWFOUNDLAND IS COMMITTED TO EMPLOYMENT EQUITY.



Pediatric Intensivist

The Department of Pediatrics, Children's Health Centre of Northern Alberta, and University of Alberta, Edmonton is seeking a full-time Pediatric Intensivist to join a busy Pediatric Intensive Care Unit. The PICU presently operates eight beds and an expansion to fourteen is planned, it admits over 400 children per year and supports a busy pediatric cardiovascular surgical program. It is also involved in the transport of critically ill children from Northern and Central Alberta and the Northwest Territories. An appropriate appointment at the University of Alberta will be offered to the successful candidate.

Candidates must be eligible for or hold a fellowship with the Royal College of Physicians and Surgeons of Canada in either pediatrics or anaesthesia and have appropriate training in pediatric intensive care. Experience in extracorporeal membrane oxygenation and flexible bronchoscopy would be an advantage. Preference will be given to Canadian Citizens or Landed Immigrants.

Apply in writing with a copy of CV and names of three referees to:

Dr. Paul Swan, Director, Pediatric Intensive Care
Department of Pediatrics
University of Alberta Hospitals
8440 - 112th Street
4E4, 14 Walter C. Mackenzie
Health Sciences Centre
Edmonton, Alberta, CANADA T6G 2B7

Closing Date September 30, 1993

progress should be submitted to: The Chair, Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5S6. Salary will be commensurate with rank and experience. Effective date of employment: July 1, 1994 (application deadline: September 30, 1993). In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Other qualified candidates are also invited to apply. Carleton University is committed to employment equity, and offers a smoke-free working environment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

STATISTICS

UNIVERSITY OF TORONTO - Subject to budgetary approval, 2 tenure-track appointments in any area of Probability and Statistics at the Assistant Professor level. Qualifications required: PhD and demonstrated excellence. Established research strengths. Nature of duties: Research, teaching and graduate supervision. Salary commensurate with qualifications. Send cv and 3 letters of reference to: Professor M. Evans, Chair, Department of Statistics, University of Toronto, 100 St. George Street, Toronto, Canada M5S 1A1. Effective date of appointment: July 1, 1994. Closing date for receipt of applications: January 15, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity, and offers a smoke-free working environment. Letters of application accompanied by a c.v. and names of three referees should be received no later than October 15, 1993 to: Chairperson, Recruitment Committee, Department of Statistics and Probability, University of Toronto, 100 St. George Street, Toronto, Canada M5S 1A1. Effective date of appointment: July 1, 1994 to June 30, 1995. Closing date for receipt of applications: January 15, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity, and offers a smoke-free working environment. Letters of application accompanied by a c.v. and names of three referees, and copies of publications and/or reports of research in

probability should be submitted to: The Chair, Department of Statistics and Probability, University of Toronto, 100 St. George Street, Toronto, Canada M5S 1A1. Effective date of appointment: July 1, 1994 to June 30, 1995. Closing date for receipt of applications: January 15, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity, and offers a smoke-free working environment. Letters of application accompanied by a c.v. and names of three referees, and copies of publications and/or reports of research in

STATISTICS & APPLIED PROBABILITY

UNIVERSITY OF ALBERTA - The Department of Statistics and Applied Probability invites applications for a tenure track position at the Assistant Pro-

fessor level (current salary range \$40,035 to \$57,000 per annum) starting July 1, 1994. Minimum qualifications: PhD degree in Probability or Statistics. Preference will be given to applicants with an applied or consulting background. Interested candidates should submit a curriculum vitae, a list of publications, a statement of citizenship, and should arrange to have three letters of reference submitted by September 30, 1993 to: Dr. E.E. Aiy, Chair, Department of Statistics & Applied Probability, University of Alberta, Edmonton, Alberta Canada T6G 2G1; Fax number: (403) 492-2929; E-mail: eay@cmi.s.ucs.ualberta.ca; Emed@Stat.Fisher.ucs.ualberta.ca. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from Aboriginal persons, disabled persons, members of visible minorities and women.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH, Ontario Veterinary College - Department of Clinical Studies, Senior Position in Veterinary Radiology. The Department of Clinical Studies is seeking applications for a permanent senior faculty position in Radiology. Applicants must have a DVM or equivalent degree and must be licensed or eligible for licensure to practice in the province of Ontario. Applicants must be board certified by the American College of Veterinary Radiology and must have a minimum of 10 years of residency teaching experience at the undergraduate level. Preference will be given to candidates with a strong academic and demonstrated research capability. Preference will also be given for individuals with experience in teaching and experience. The salary and rank for this position (Associate Professor/Professor) will be negotiable and commensurate with qualifications. The prime responsibilities of the position include teaching and service in the Veterinary Teaching Hospital involved with large and small animal radiology at the undergraduate and graduate levels. It is anticipated that the successful candidate will provide direction and focus to the teaching of veterinary radiology within the context of ongoing curricular change. Finally, there will be the opportunity to develop and/or maintain an independent research program. Including his position, there are three full-time faculty positions in the radiology section responsible for traditional radiography, ultrasonography, cobalt radiation therapy, MRI and large animal nuclear medicine. The University of Guelph has a multi-year graduate and undergraduate student enrolment of 14,000. The City of Guelph has a population of 90,000 people and is situated 80 kilometers west of Toronto. As a companion animal referral centre, the College is exceptionally well situated with over 4 million people living within a 90 minute drive of the University. As a food source (32% of caseload) and equine (68%) referral centre, the College is exceptionally well situated with a large number of dairy and beef operations nearby. In addition, there is a large population of

PHARMACOLOGY & THERAPEUTICS

Postdoctoral Research Position Applications are invited for a postdoctoral research position in the aging processes of the male reproductive system with emphasis on the epididymus. Candidates must have a Ph.D. or equivalent degree in a related field. Molecular biology methods and endocrine systems are desirable. Applications, including a curriculum vitae, selected reprints, and names, addresses and telephone numbers of three referees should be sent to: Dr. R. Robaire, Department of Pharmacology and Therapeutics, McGill University, 3655 University Street, Montreal, Quebec, Canada H3Y 1Y6.



University of Alberta
Edmonton

Director Healthcare Quality and Outcomes Research Centre Faculty of Medicine

The Faculty of Medicine at the University of Alberta, on behalf of the Board of Healthcare Quality and Outcomes Centre (HOORC), is seeking a Director for this newly created Centre. The Healthcare Quality and Outcomes Research Centre is a non-departmental organization supported by the Faculty of Medicine, the Alberta Heritage Foundation for Medical Research, the University of Alberta Hospitals, and other teaching hospitals in Edmonton. The role of this Centre is to foster, facilitate and conduct a broad range of health services research.

The Director will provide strategic leadership and be responsible for the day to day management of the Centre, including the recruitment of new staff. He/she will provide guidance and expertise for the design, implementation and management of projects in the fields of health care evaluation and clinical epidemiology, and will seek and promote new and relevant areas of research.

The successful candidate will have a proven record of relevant academic activities, strong leader-

ship and organizational skills, and a commitment to excellence in research. Applicants will have a PhD in Epidemiology, Public Health or related sciences, or an MD, preferably with a master's degree in a pertinent field of study. The Director will receive an academic appointment in the appropriate department (Health Services Administration and Community Medicine and/or a clinical Department) at the rank of Associate or full Professor, in accordance with qualifications and experience.

Applicants should reply by October 31, 1993, enclosing a curriculum vitae and the names of three referees to:

Dr. Douglas Wilson
Dean, Faculty of Medicine
212.00 WMC
University of Alberta
Edmonton, Alberta
T6G 2B7

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

standardized and thoroughbred horses as well as pleasure horses in Southwest Ontario. Currently, there is considerable collaborative research with three medical schools located 30 minutes to 1 1/2 hours from the College. The deadline for applications will be October 1, 1993 or until the position is filled. Contact: Chapman, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1, (519)823-5800, extension 400, FAX: (519)767-0311, and provide a current curriculum vitae and the names of at least three referees. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups, and women. The appointment is subject to final budgetary approval.

WOMEN'S & GENDER STUDIES

UNIVERSITY OF SASKATCHEWAN - The College of Arts and Science at the University of Saskatchewan invites applications for a tenure-track appointment, commencing 1 July 1994, at the Assistant Professor level in Women's and Gender Studies. Applicants should possess a strong interest in interdisciplinary research, a commitment to feminist pedagogy, and the successful candidate will be expected to teach Introduction to Women's and Gender Studies, develop and teach interdisciplinary courses, and assist the Coordinator in establishing an undergraduate degree program which will integrate an interdisciplinary core with gender-related courses taught in other departments. A PhD, either completed or nearing the dissertation defense stage, is required; a record of teaching and feminist scholarly publication is a definite asset. A letter of application, an updated curriculum vitae, university transcripts, and three letters of reference should be forwarded to Dr.

Olivia Reike, Coordinator of Women's and Gender Studies, University of Saskatchewan, Saskatoon, Sask., S7N 0W0, by 15 November 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity, and encourages applications of aboriginal descent, and candidates of other minority groups are especially encouraged to apply.

ACCOMMODATIONS

WINGSOR, ONTARIO, 8 bed and Breakfast near U of W. Antique furnishings; \$45.00 single \$50.00 double call 1-513-255-3937.

SABATICAL HOUSE FOR RENT, Half-Ilex, Lakefront cedar home in country setting only 12 miles from downtown Halifax and Colquhoun University. 4 Bedrooms, 2 baths, fully furnished, linens, kitchenware, Large decks and dock. Wood and electric heat. Swimming. Sailing and X-ski out of the front door. Available January 1 - July 1, 1994. \$950 per month plus utilities. Call 402-494-2021.

FOR RENT - Cross country ski back door. Skate on Beaver pond. Lovingly restored log house in West Quebec, near Ouyette. One hour drive to Capleton University. Fully furnished and equipped. 1 and 1 1/2 bedrooms, three bedrooms. Fireplace and woodstove. Non-smokers but pets welcome. Low rent, \$500 per month to thoughtful tenants. Available September 1 to May 31. Rent includes linens, snow removal, heat and hydro. Call 503-297-8917.

SABATICAL in Germany? Two bedroom apt. with garden in Freiburg i. Br., southern Germany (very close to Switzerland and France), with magnificent view, in walking distance to university. From Oct. '93 to June '94. Approx. \$1000. Tel: (01)884-2148.

PARIS STUDIO 9th arr. deluxe furnished 5 min. Le Bon Marche, Notre Dame, RER, metro, quiet, secure, telephone, TV, fully equipped kitchen, water \$1,800 monthly regular (514)345-1870.

You are invited back to the U of A to celebrate Reunion Weekend 1993 University of Alberta

Join us October 1-3 for a weekend of entertainment, lectures, tours and special events including an Ian Tyson concert.

For tickets and information: University of Alberta Alumni Association 492-3224 in Edmonton 1-800-661-2593 toll free outside Edmonton

"Think I'll go out to Alberta Weather's good there in the fall Got some friends that I can go To work for" Ian Tyson



Acadia University

invites applications from qualified individuals for the position of Science Librarian

to take office as soon as possible

Reporting to the University Librarian, the Science Librarian primarily serves the needs and requirements of faculty members and students in the Faculty of Pure and Applied Sciences. The incumbent also works jointly with colleagues on projects involving either the Library and/or the Library and the Computer Centre, and is expected to assume administrative responsibilities including guidance and supervision of library staff. Candidates must have professional qualifications in librarianship, a Bachelor of Science degree, and a minimum of three years of full-time professional experience of which at least two years are in a University library.

The Science Librarian must have an understanding of the services offered by an academic library to its clientele including experience with services derived from electronic databases and networking, experience in planning, developing, and delivering user education programs, good communication skills, and the ability to work in a collegial environment with Librarians, Faculty, the University Computer Centre Staff and the University Community.

This is a full-time continuing appointment, subject to a probationary period. The rank and salary will depend on qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. As an equal opportunity employer, Acadia University encourages applications from qualified women, men, members of visible minorities and disabled persons.

Written applications for this position, accompanied by a detailed curriculum vitae and the names of three referees, should be received by October 15, 1993. Applications should be submitted to:

Mr. Andrew Gray
University Librarian
Acadia University
Wolfville, NS
B0P 1X0
FAX: (902) 542-2128

Out-of-Print Books

Free international booksearch. Any subject, title or author found rapidly - no obligation to buy. Private and institutional clients equally welcome. Please send your wants list to: Brown's Booksearch, Yreka, Round Ring, Penn, Cornwall, TRIO 9LA, U.K.

Prepare a young mind for tomorrow. Open a book today.

ABC CANADA THE FOUNDATION TO PROMOTE LITERACY IN CANADA. Publication of this message was made possible by the Canadian Advisory Foundation and its supporters.

X-RAY MICROANALYST (SCIENTIFIC TECHNICIAN)

The University of New Brunswick is seeking a Scientific Technician to be responsible for the operation and routine maintenance of X-ray microanalytical systems in the Electron Microscopy Unit. The primary responsibility will be for the operation of an analytical SEM consisting of a JEOL JSM6400 microscope equipped with both energy dispersive and wavelength dispersive spectrometers plus stage automation. The E.M. Unit is a regional facility and the X-ray Microanalyst will perform qualitative and quantitative analyses of geological, engineering, soils and biological specimens. Duties may be expanded to include responsibility for an energy dispersive system on a TEM. Candidates should have a university degree (preferably at the M.Sc. or Ph.D. level) in an appropriate discipline (physical sciences) plus demonstrated ability to effectively operate X-ray analytical systems on electron microscopes or microprobes. The successful applicant will receive training as necessary and may be given the opportunity to work towards an advanced degree involving X-ray microanalysis. Collaborative research with faculty from various University departments will be encouraged. This position is available immediately. Salary is dependent upon qualifications and experience and will be in the range of \$27,500 - \$34,382 (CAN) per annum. Applications for Competition #039-93, 94, including a full resume and names and addresses of three referees, should be submitted to:

Department of Personnel Services
University of New Brunswick
P.O. Box 4400
Fredericton, NB
E3B 5A3



In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK



University of Alberta
Edmonton

Faculty Positions

Department of Physical Therapy

Applications are invited for three (3) full-time tenure track positions in the Department of Physical Therapy at the University of Alberta for July 1, 1994, or earlier if suitable candidates are found. Candidates must possess a PhD degree. A background in physical therapy is preferred, but other areas will be considered.

Responsibilities may include undergraduate and graduate teaching, research, clinical practice, and/or administrative duties. Salary will be commensurate with qualifications. Assistant Professor range: \$40,035 to \$57,003 per annum.

The Faculty of Rehabilitation Medicine offers BSc and MSc degrees in Physical Therapy and a PhD in Rehabilitation Science. The Faculty is housed in a newly renovated and

refurbished facility providing excellent resources for teaching and research.

The deadline for receipt of applications is December 31, 1993.

Qualified applicants should send a curriculum vitae, a statement of teaching and research interests, and the names of three (3) referees to:

Dr. Jim Vargo, Acting Dean
Faculty of Rehabilitation Medicine
3-48 Corbett Hall
University of Alberta
Edmonton, Alberta, Canada
T6G 2G4

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

NOTICEBOARD

ANNOUNCEMENT AND CALL FOR PAPERS. Sponsored by the International Ergonomics Association (IEA) consisting of 28 federated national ergonomics societies around the world, this specialized conference will be a part of the Xth Triennial IEA Congress. The Rehabilitation Ergonomics Conference (August 15-19, 1994) will be devoted entirely to rehabilitation related ergonomics issues. General enquiries should be directed to the IEA Secretariat, 225 J.P. Mulholland, 245 Vanier College, York University, 4707 Keele St., Toronto, ON, Canada M3J 1K7. Tel: (416) 734-9396; Fax: (416) 734-0808.

INTERNATIONAL JOURNAL OF COMPARATIVE RELIGION (IJC.R.) is a new quarterly publication, seeking to promote the interdisciplinary analysis of comparative studies on religion in world societies and cultures, past and present, from the

diverse standpoints of an international community of scholars in the social sciences and humanities. Scholars are invited to submit their contributions, not exceeding 25 pages typed in double-space, along with an abstract. Manuscripts are evaluated by the editorial board and referees. These may be addressed to: The Editor, IJC.R., Department of Sociology, York University, North York, Ontario, Canada M3J 1P3. Book reviews are edited by Dr. James Scott, Humanities, 245 Vanier College, York University.

LAUNCHING & MANAGING A CORPORATE UNIVERSITY - December 7-8, 1993 - Westin St. Francis, San Francisco. The conference will focus on first-hand presentations describing how corporations are deriving extraordinary rewards and increased productivity by consistently training their staff in a variety of skills, from remedial math and reading to global management skills. Some of the featured corporations include: Motorola, Dana Corp., General Electric, Nationwide Insurance, Sun Microsystems, Southwest Airlines, Sealed Air, PPG Industries, Will-Burt Co., Cohen Health Care and Oxyford Hudson. Four special workshops will also be available in conjunction with this event. Call 800-862-6684 for registration details and team discount information.

CONFERENCE AND CALL FOR PAPERS: St. John's College, The University of Manitoba, is currently inviting proposals for a Canadian Studies Conference on "The Canadian University in the Twentieth Century," to be held on October 14-16, 1994, at St. John's College, Winnipeg, Manitoba. Contributions are welcome from scholars in all fields of inquiry. The conference theme may be addressed on the basis of traditional theory, or from the perspective of a feminist, new historical, poststructuralist and other approaches. Abstracts and requests for information should be sent by November 15, 1993, to: Professor Sheila Huxley, 222 St. John's College, The University of Manitoba, Winnipeg, Manitoba R3T 0M6. Telephone: (204) 474-8101 or (204) 474-8351. Fax: (204) 275-1485.

CONFERENCE AND CALL FOR PAPERS: The 1994 annual conference of the Association for Canadian Studies (ACS) will be held June 12-14, 1994, at the University of Calgary, Calgary, Alberta. The topic of this conference will be Canadian Studies at Home and Abroad. Proposals for papers could touch on research, teaching, public policy, the administrative aspects of Canadian studies, a reassessment of Canadian studies since the publication of the Symons Report in 1975, and problems encountered by foreign academics and students studying Canada. Submit 250-350 word abstracts by November 30, 1993, to: Susan Horkless, ACS/AEC, P.O. Box 8688, St. John's, Montreal, Quebec H3G 3P6; Tel: (514) 887-8210.

CALL FOR PAPERS for a special issue on Prevention: Focus on Children and Youth. The Canadian Journal of Community Mental Health is planning a special advertisement in the Journal of Children and Youth for the fall of 1994. Abstracts for potential papers should be sent before December 1, 1993, and final manuscripts for review by December 15, 1993, at the following address: Isaac Piliavin, Editor, Canadian Journal of Community Mental Health, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario N2L 3G5. Telephone: (519) 884-1970, e-mail: piliavin@wlu.ca.

HERBERT READ CENTENARY CONFERENCE: The University of Leeds, Department of Adult Continuing Education, in association with the Institute for the Humanities, at Simon Fraser University, B.C., present: Herbert Read Centenary Conference, December 3-5, 1993, Leeds, England. Herbert Read, born on 4

December 1893, was a poet, literary critic, anarchist, publisher, educationalist, art critic, historian of, and propagandist for, modern art movements. This conference will explore his current reputation and his achievement in a variety of fields. Enquiries can be made by phone: 0532 333220, or in writing to Marilyn Moreland, Department of Education, The Open University, University of Leeds, Leeds, LS2 9JT.

THIRD INTERNATIONAL CONFERENCE ON ETHIC-ERGONOMICS: Relationships Between Ethical Values and Social Institutions. Oct 8 & 9, 1993. University College of Cape Breton, Sydney, NS. Professor M.A. Choudhury, Social Sciences, University College of Cape Breton, Sydney, NS. Tel: (902) 551-1111.

OCTOBER 1993 IOCC CONFERENCE: IOCC in Colleges & Universities is a 2-day conference with optional 1/2 day workshop to be held October 25-26, 1993 at the Toronto Hilton in Toronto. Learn how to get your total quality management plans off the shelf and into action! Learn from innovative colleges, universities & other industry leaders who are implementing TQM with incredible results! Conference fee: \$795. Conference and ONE workshop fee: \$995. Call 1-800-852-8898 for more information.

JOINT FOR PAPER: Second Carleton Conference on the History of the Family, Carleton University, Ottawa, Canada, 12-14 May 1994. The focus for the 1994 meeting will be sexuality, although papers on any aspect of the history of the family are welcome. The theme is interpreted broadly, and there are no restrictions as to period, discipline, or perspective. Papers on sexuality are not restricted to any one orientation. The deadline for proposals is 15 October 1993. The program will be decided by the 15th November 1993. Proposals and requests for further information should be sent to: Prof. Rodenick Phillips, Department of History, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5S6. Phone: (613) 788-2828. Fax: (613) 788-2819.

JOINT CONFERENCE: The International Society for Exploring Teaching Alternative and The National Center for Secondary Teaching, Learning, & Assessment (ISETA and NCTLA) announce a joint conference to explore innovative concepts in teaching to facilitate learning. This conference will reflect the shared purposes of ISETA and NCTLA. The conference, hosted by Weber State University, will be held September 30 to October 1, 1993 in Ogden, Utah. For conference information, contact Prof. K. Klopstein, ISETA Secretary & Treasurer, Mathematics Department, Colorado State University, Fort Collins, CO 80523. Tel: 303/491-6456. Fax: 303/491-2161. e-mail: kken@math.colostate.edu

TRANSLATOR - REVISOR

My central as a translator has ended with CMT. I have discovered a profoundly stimulating field.

My services are available as French translator and revisor to the university community. I am looking for permanent employment, but would accept temporary assignments as well as freelance work. My skills include both translation into French of academic and administrative material and revision of material translated into French, as well as revision of material written originally in French.

Competitive rates, assignments returned on Wordperfect 5.1 documents along with hard copy, as required, via transmission available. For a free and no-obligation assessment, please contact Monique V. Lander, M.A., 1387 Lignite Avenue, OUTRENTON, Quebec, H9V 1P5, (814) 277-8172.

CAUT BULLETIN ACCPU

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ANNONCES CLASSÉES - GRANDES ANNONCES
DATES LIMITE POUR 1993/94

ISSUE NUMERO	CLASSIFIED ADVERTISING ANNONCES CLASSÉES	DISPLAY ADVERTISING GRANDES ANNONCES
NOVEMBER NOVEMBRE	October 8 8 octobre	October 15 15 octobre
DECEMBER DECEMBRE	November 8 8 novembre	November 15 15 novembre
JANUARY JANVIER	December 3 3 décembre	December 10 10 décembre
FEBRUARY FÉVRIER	January 7 7 janvier	January 14 14 janvier
MARCH MARS	February 7 7 février	February 14 14 février
APRIL AVRIL	March 7 7 mars	March 14 14 mars
MAY MAI	April 8 8 avril	April 15 15 avril
JUNE JUIN	May 6 6 mai	May 13 13 mai

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SEXUAL ASSAULT & CHILDHOOD SEXUAL ABUSE

For information contact: The Victoria Women's Sexual Assault Centre
306 - 620 View Street Victoria BC V8W 1J6 Tel: (604)383-5370 Fax: 383-6112

WELCOME BACK!

We hope you all had a lovely Summer and have safely returned from your various trips around the globe.
A new academic year is about to begin or has begun - our 32nd handling Sabbatical flights for CAUT/ACPPU. As always, it is our endeavour to offer you the lowest prices possible, using regularly scheduled airlines.
KEEP TRAVELLING - GIVE US A CALL OR FAX US WITH YOUR REQUIREMENTS.
Thank you for your support and best wishes to all.



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LONDON	St. John's/Halifax/Montreal/Ottawa/Toronto	From: \$ 779.00
	Winnipeg	From: \$ 879.00
	Calgary/Edmonton	From: \$ 999.00
	Vancouver	From: \$ 1039.00
PARIS	Montreal/Toronto	From: \$ 899.00
	Winnipeg	From: \$ 1069.00
	Calgary/Edmonton	From: \$ 1169.00
	Vancouver	From: \$ 1229.00
FRANKFURT	Montreal/Ottawa/Toronto	From: \$ 989.00
	Winnipeg	From: \$ 1159.00
	Calgary/Edmonton	From: \$ 1269.00
	Vancouver	From: \$ 1319.00
STOCKHOLM	Montreal/Toronto	From: \$ 1129.00
	Vancouver	From: \$ 1459.00
COPENHAGEN AND OSLO	Montreal/Toronto	From: \$ 1059.00
	Vancouver	From: \$ 1389.00
AMSTERDAM	Montreal/Toronto	From: \$ 899.00
	Vancouver	From: \$ 1229.00

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TOKYO/OSAKA	Vancouver	From: \$ 933.00
	Winnipeg/Thunder Bay/Ottawa/Montreal	From: \$ 1112.00
	Toronto	From: \$ 1087.00
	Halifax	From: \$ 1135.00
HONG KONG/TAIPEI	Vancouver	From: \$ 1010.00
	Winnipeg/Thunder Bay	From: \$ 1056.00
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	Halifax	From: \$ 1216.00

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	Winnipeg	From: \$ 1750.00
	Toronto/Ottawa/Montreal	From: \$ 1680.00
	Halifax	From: \$ 1900.00
SYDNEY/ MELBOURNE/ BRISBANE or CAIRNS	Vancouver	From: \$ 1597.00
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	Winnipeg	From: \$ 1870.00
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	Halifax	From: \$ 2010.00

Africa

TO	FROM	
ABIDJAN	Halifax	From: \$ 1814.00
	Montreal/Toronto	From: \$ 1483.00
	Winnipeg	From: \$ 1782.00
	Calgary/Edmonton	From: \$ 1882.00
	Vancouver	From: \$ 1902.00
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TO	FROM	
SYDNEY or MELBOURNE or BRISBANE or CAIRNS	Vancouver	From: \$ 1286.00
	Calgary/Edmonton	From: \$ 1448.00
	Regina/Saskatoon	From: \$ 1538.00
	Winnipeg	From: \$ 1568.00
	Toronto/Ottawa/Montreal	From: \$ 1474.00
	Halifax/Moncton/Fredericton	From: \$ 1727.00
AUCKLAND		From: \$ 1187.00
		From: \$ 1337.00
		From: \$ 1417.00
		From: \$ 1437.00
		From: \$ 1367.00
		From: \$ 1587.00

* BASED ON LOW SEASON AIRFARES * BOOKING CONDITIONS & RESTRICTIONS APPLY
* AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
* Not included: Canadian Transportation Tax CA\$40.00 and local Taxes E & O.E. 08/93

Air Fares to Europe VALID UP TO 60 DAYS

TO	FROM	
LONDON	St. John's/Halifax/Montreal/Ottawa	From: \$ 570.00
	Toronto	From: \$ 537.00
	Winnipeg	From: \$ 686.00
	Calgary/Edmonton	From: \$ 725.00
	Vancouver	From: \$ 764.00
PARIS	Halifax	From: \$ 628.00
	Montreal	From: \$ 580.00
	Toronto	From: \$ 575.00
	Winnipeg	From: \$ 754.00
	Calgary/Edmonton/Vancouver	From: \$ 849.00
FRANKFURT/ DUSSELDORF	Halifax/Ottawa/Toronto	From: \$ 580.00
	Winnipeg	From: \$ 773.00
	Calgary/Edmonton/Vancouver	From: \$ 799.00

OTHER LOW FARES AVAILABLE TO MOST DESTINATIONS IN EUROPE - ASK US!
* BOOKING CONDITIONS & RESTRICTIONS APPLY - AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME - Not included: Canadian Transportation Tax CA\$40.00 and local Taxes where applicable. E & O.E. 08/93

Oriental Getaways

TO	FROM	
BANGKOK	Vancouver	From: \$ 1292.00
	Calgary/Edmonton	From: \$ 1424.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From: \$ 1456.00
	Montreal/Ottawa	From: \$ 1487.00
	Halifax/Fredericton/Moncton/St. John's	From: \$ 1636.00
SINGAPORE/ PENANG/ KUALA LUMPUR	Vancouver	From: \$ 1352.00
	Calgary/Edmonton	From: \$ 1524.00
	Regina/Saskatoon/Winnipeg/Toronto	From: \$ 1646.00
	Montreal/Ottawa	From: \$ 1679.00
	Halifax/Fredericton/Moncton/St. John's	From: \$ 1706.00

* BOOKING CONDITIONS & RESTRICTIONS APPLY
* AIR FARES ARE SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
* Not included: Canadian Transportation Tax CA\$40.00 and local Taxes where applicable.
Slightly lower fares are available for passengers from the Toronto/Montreal and Vancouver area. Routings are restrictive and for some itineraries an overnight at the Asian gateway may be required. E & O.E. 08/93

Africa

TO	FROM	
JOHANNESBURG/ NAIROBI/ LAGOS	Halifax	From: \$ 1662.00
	Toronto	From: \$ 1331.00
	Winnipeg	From: \$ 1630.00
	Calgary/Edmonton	From: \$ 1730.00
	Vancouver	From: \$ 1750.00
DAR ES SALAAM/ KILIMANJARO	Vancouver/Calgary	From: \$ 1932.00
	Edmonton	From: \$ 2005.00
	Winnipeg	From: \$ 1905.00
	Toronto	From: \$ 1608.00
	Halifax	From: \$ 1913.00

* BOOKING CONDITIONS & RESTRICTIONS APPLY - AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME - Not included: Canadian Transportation Tax CA\$40.00 and local Taxes where applicable. E & O.E. 08/93

Random Selected Cross Canada Fares

Vancouver	Toronto	From \$ 406.00	Thunder Bay	Ottawa	From \$ 325.00
Calgary	Ottawa	From \$ 447.00	Toronto	Edmonton	From \$ 387.00
Edmonton	Winnipeg	From \$ 305.00	Ottawa	Vancouver	From \$ 447.00
Regina	Toronto	From \$ 385.00	Montreal	Victoria	From \$ 504.00
Saskatoon	Montreal	From \$ 429.00	Halifax	Edmonton	From \$ 657.00
Winnipeg	Halifax	From \$ 538.00	St. John's	Toronto	From \$ 358.00

BASED ON AUTUMN AIR FARES. ADVANCE BOOKING 21 DAYS. NON-REFUNDABLE. NO CHANGES. ENQUIRE ON OTHER VALUE AIR FARES TO AND FROM OTHER CANADIAN DESTINATIONS ALSO TO U.S. DESTINATION. AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME. Not included: Canadian Transportation and GST Taxes. CHARTER FARES ARE AVAILABLE TO CERTAIN CANADIAN CITIES. E & O.E. 08/93

CAUT/ACPPU WORKSHOPS/COMMITTEE MEETINGS CONFERENCES/CONSORTIUMS

A number of meetings are scheduled during 1993. If you are attending any of the above please feel free to give our Corporate Section a call for the best fare possible.

CALL: (416) 366-9774 Fax: (416) 366-1005



Toll free line has been opened up for RESERVATIONS ONLY 1-800-361-2354. Now is the time to firm your plans up. If your booking is for a family, let us know at time of contact. We do our best price-wise in these tough times. We know every dollar counts.



ALL AIRFARES INCLUDE SCHEDULED AIR SERVICE.

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(416) 366-9771 Fax (416) 366-1005 Whenever possible, QUALITY, VALUE, AND SERVICE UNSURPASSED. Fares subject to change. Any or all of the above offerings may be withdrawn at anytime.

